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A BOORUM & PEASE PRODUCT

2/15/48 SUNDAY:

A beautiful bright day at Wayside Farm. Betty let me sleep this morning – I didn't get up until 9:30. I really got caught up on some of my sleep. Russ got me some breakfast while I took some pictures of Buddy – Betty was giving him a bath. After breakfast I went out to see Dad's new Hudson. Russ backed it out of the garage – I was surprised Betty let Dad keep it in the garage & they keep the Chevy up in the barn. Russ took a couple of pictures of Dad & me with the car. It sure is a beautiful car – finished off so nice inside. Dad sure is proud of it too! It was quite cold this morning – about 18° above. I called Mr. Hummel & had quite a chat with him about camera. He told me he was planning to take a trip down to Venezuela, South America in a week or so. He is interested in getting a new camera. I walked out to the road & took some pictures of the drive with the snow banks all piled up. The drive is in terrible shape – the snow is melting & the water has run over the drive & frozen. It was so bad Dad gave up his idea of giving me a ride in his new Hudson – we were going down to Bryans but he was afraid he would get fast

in the drive. I was disappointed! Betty had a swell chicken dinner for us & home made lemon pie. She sure is a good cook. Little Buddy is just as good as gold — I took some more pictures of him this afternoon. Russ helped Dad with the barn chores after dinner & I helped Betty with the dishes. About 1:30 I called Jack Argan — also talked with Dorothy. Jack was leaving in a half hour for a trip up thru N.Y. State — was going to Elmira & would give me a ride to Binghamton if I wanted to go. He told me he had the model circus wagon I had given him about finished & would leave it at the home on his way back next Friday. About 2:00 Ray, Honey & Robert arrived — they got fast coming in the drive — Dad & I rushed out with the truck & a rope to help them but Ray & Bobby had put on a couple of slip on chains and were OK by the time we got there. I got some pictures of Ray, Honey & Robert. We had another look at Dad's new Hudson Commodore. — I gave Ray & Honey a rather detailed report on my visit with Herb at Lafayette Yesterday — they were much interested for Herb very seldom writes. In fact Ray & Honey didn't even know his

grades for the first term. Ray, Honey & Robert left about 3:30. — We were all quite concerned about Dad — he had a bad fall on the ice up in Lebanon Yesterday. He slipped on the ice & fell flat on his back — hitting the back of his head. It was lucky he didn't hit or break an arm or leg. He complained some to-day but he claims he felt better & that it was getting OK. He was really lucky. — Oh Yes! Betty is planning to get the family all to-gether again on Dad's Birthday on the 24th. of May. It will be his 73rd. birthday. I think it is nice that Betty is willing to do that. After Ray & the folks left — Rum let me have his car & I drove up to Mother's — Bill V., Jim Ramsey & Betty Kay were there with Mother, Eleanor & Jack and the children. I was surprised to see how little Johnnie had grown. He sure is fat. I took some pictures for Eleanor. Showed Jack the model circus wagon — he was quite interested in it. Stopped in to see Clark Henry on my way home for a few minutes. Kidded Clark a little about getting married — he is the same old Clark — told me a lot of things he shouldn't. I guess he is having a pretty tough time getting established as an insurance agent. Mrs. Henry looked terrible — it's a wonder to me how she keeps living. Got a

quart of ice cream & brought it home for Betty. She had waffles & chicken gravy for us for supper. This evening Russ helped me some on the model circus wagon – he put on all of the decals while I did some painting. It sure looks cute. Dad, Russ & Betty all went to-bed at 10:30. I wrote these notes & turned in at 11:00.

2/16/48 MONDAY:

Much warmer & clear to-day in N.J. & N.Y.C. Betty called me about 6:40. I was awake for Buddy woke me about 6:00. I could hear him talking to himself in his crib as my bedroom door was open. Packed my bag after dressing. Had breakfast with Dad, Betty & Russ. Betty sure has Russ well trained, he has to help her with the dishes & get Buddy's diapers washed before leaving for work. I helped by wiping the dishes. I road down to Somerville with Russ when he went to work. We left about 7:40 – got down to Somerville about 8:05. We checked at both bus terminals & there was no bus until 9:00 so we went over to the R.R Station & got a ticket for the 8:48 train to N.Y.C. Russ called into the

Elizabeth Office from the station & got his assignments or calls for the day — at least the ones to start on. The train got me into Jersey City about 10:00 — took the ferry over to Liberty Street. Checked my bag & brief case at the ferry terminal & took a subway up to Canal St. Went to the Army Surplus store at 359 Canal St. & got one of the Veder Root counters like Tom Jones had gotten for his wire recorder. There are a lot of army surplus places along Canal St. Went back to the Ferry Terminal & got my bags — took a taxi up to the Warwick Hotel at 54th. St. & 6th. Ave. That was a mistake, it cost me $1.50. The Warwick is a very nice little hotel — I was much surprised at the room I got 1501 — it is lovely! But I found out why when I looked at the slip & discovered the rate is $10.00/day. I called Drew at W.H.Q. & told him I was in. Sent my new suit out to be pressed & then walked over to W.H.Q. Got in Drew's Office about 11:45. Called Mrs. John & arranged to have lunch with Orton. I went over to his Office about 12:30 — Perry Starbuck was with Dwayne & had been apparently discussing the Vestal School Board situation from what Dwayne was saying.

Dwayne was going to be tied up most of the afternoon & therefore asked me whether I could discuss my business at lunch. I told him I could but reminded him that I had only had 13 min. of his time in the past 3 weeks, which were the facts but I don't think he liked it much. I covered a number of things at lunch but couldn't get over all of them. He had to dash after lunch but promised to call me later in the afternoon. Saw Hal Wolfe from San Jose in the cafeteria — he is East attending a meeting of the District Managers. I had a short chat with him. After lunch I called Endicott & tried to get Mac Almon, he was out so I talked with Ray — told him to hold all of the manager training out-lines — Acton doesn't want them distributed with his name on them for the session on Business Economics. I asked Dwayne to call Cy McElwain about it & he said he would. Called Dave Sanford at Pk. & checked on the arrangements for the graduation on Wed. Called the glass here in N.Y.C. & had the certificates for the apprentice tool makers sent over to my Hotel Room. I waited all afternoon

for Anton to call so about 4:30 I went over to the 16th. floor to wait to get in. Perry Starbuck was there again waiting to get in. Dwayne was tied up with Charlie Love & Gordon Lovell, & Perry finally left at 5:00 — he was meeting Bruce Buckler & Ray Wolzelgel — they were all going to the Sportsman Show at the Grand Central Palace to-night. I waited until 5:30 to get in to see Dwayne & then when I went in he was on the phone with Blackwell from Endicott. He apologized for keeping me waiting — gave me some data to take to Poughkeepsie to-morrow & asked whether I could wait on my business to see him in Poughkeepsie Wednesday. Of Course I said Yes! But I sure was sore after waiting all afternoon. Oh Yes! I saw Tom Jr. for a few minutes in the hall — he had a recording he was taking home — said it was a record of his first talk on the radio — he didn't say what the occasion was — I suggested he hear Owen Rowan talk at the IBM Study Forum & told him Daly had the records. — At 5:30 I dashed over to Drew's Office — Drew & I got a taxi over to The Warwick — showed him my lovely room & left my brief case — then we took a taxi on down to Hotel Penn.

Oh Yes! I almost forgot — Eleanor John showed me a letter this afternoon Dr. Alton had just received from Geo. Morgan telling him what a swell job I had done with my talk to the Owego Chamber of Commerce. Geo. really put it on pretty strong — told Dwayne how much he thought I had improved over the years that he knew me. — Drew & I got down to the Hotel Penn about 6:00 — went in the Bar & had a glass of beer — then at 6:15 we went down to the Coffee Shop where we joined some of the fellows who were going to the National Assoc. of Training Director meeting, Dick Crow, Sterling Mudge, Ronie Collins, Walter Shaw & Crawford Treat as well as others. The speaker for the evening Mr. Hiram S. Hall, Industrial Relations Manager for the Bigelow Sanford Carpet Co. came in & joined us. — It was about 7:30 by the time we finished & went up to the 'Salle Moderne' room on the 18th. floor where we had our meeting. It was a lovely room all covered with very gay white & red draperies. It would seat over 500 & there were about 20 out to the meeting so we seemed about lost in the place. Jim Kohlerman who used to be with T.W.I.

in President of the N.A.T.D. & presided. Mr. Hall gave a very forceful talk on the subject — "Getting Top Management's Interest in Training" or "Selling Training to Top Management". I was glad I had attended the meeting, for I got some good ideas from Mr. Hall. I noticed a man making a recording of the talk so I inquired afterward & learned it had been recorded on a Frederick Hart Film Recorder. Mr. Lovery who made the recording & who works for Norm Collister, now sales manager for Frederick Hart, gave me a demonstration of the film recorder after the meeting. It was one of the old models built for the Army. I thought it was not as good as my wire recorder for fidelity. However he could record 1½ hr. on 50' of 35 m.m. film. I left Drew about 9:45 & got a bus back to the Hotel. — Checked & found the apprentice diplomas had been delivered. — As soon as I got in my room I called Mary in Endicott & had a nice chat. Told her how much I had missed her this weekend. Wrote some of these notes & also did a little work on the model circus wagon before retiring. I felt like a millionaire in this $10.00 room. Took a shower & turned in at 11:30. —

2/17/48 TUESDAY:

Got up at 6:00 - dressed, packed & checked out of the Warwick Hotel at about 6:30 - took a cab down to Grand Central. Had time to get a bite of breakfast before getting the 7:10 train for Poughkeepsie. Perry Starbuck had told me yesterday that Blackie would be on that train - I looked for him but didn't see him. We got in Pk about 9:25 - took a taxi to the Nelson House & as soon as I got checked in I called Dave at the plant - finally got him at the Country Club & arranged to have him come up for me & to take the final draft of the program which I had gotten from Acton to the printer. I called Bill Mair at his home & checked on his coming as his name is on the program. Also called Fran Ritz at the lab. & arranged to meet with he & Buckler - I learned Bruce was at the plant. Fran told me Harry Klechner had left for a few weeks in Florida. I did some reading & about 10:30 went down to the lobby. Dave stopped by for me about 10:30, he had Bruce Buckler with him. We stopped around to the printers & left the program for the graduation to be printed. Then stopped by & left the apprentice certificate to be lettered at the studio of artist. Mr. Tryon.

I went in with Dave & met Mr. Trigg. Then Dave drove Bruce & me out to the IBM Lab. to see Fran Ritz but he had gone down to the plant. Bruce had never seen the Lab. before, he was quite impressed with the place. I introduced him to Ralph Page. Dave drove on down to the plant about 11:45. I took Bruce in to see Bill Main & had him show Bill the handbook he had just finished on the puncher. Bill seemed quite impressed with it - I told Bill about our plans to work with Fran Ritz on a Manager's Handbook on the new typewriter & asked him to call Fran & also Clare Vough in to have a session on the whole job. Bill set 2:00 as the hour. Bruce & I went to lunch with Will in the cafeteria. He told me Ray Davis had been trying to get me this morning so I called Ray back about 1:45. He told me a Mr. William Levy had called from Toledo Ohio on the A.S.T.D. meeting at Detroit saying that Milton Towner had to resign his place on the program for the meeting in St. Louis since he couldn't attend & that he had suggested I take the job. Ray indicated it would be more sensible for me to attend than he as he couldn't take the job. I told Ray I would leave it for Dwayne to decide. Had

The call switched to Mac Almon — he was all in a dither over the manager's training program. He hadn't been able to see Cy McClain & thought he had better not come down to Pk. for the graduation. — At 2:00 Bruce & I went to Bill Main's Office — we spent most of the afternoon there on the Manager Handbook project. Alton called me from W.H.Q. to tell me he had talked with Cy & that Ted Brown's name was to be placed on the manager training program in place of his. I told him what had developed on the A.S.T.D. meeting & asked him whether I should accept the chairmanship of the work session on Management Training. He didn't want to say as he felt it wrong to prevent Ray from going & he insisted that only 2 of us attend. He left the matter up to me which left me with a tough decision to make. — I called Ray back & put it squarely up to Ray as Joe as my feelings were concerned — Ray indicated I was foolish if I didn't accept so I had him wire my acceptance. Talked with Mac again & told him I had discussed his situation with Alton & that it wasn't absolutely necessary for him to come down to Pk. — Had quite a session with Bill Main, Steve Kenly, Joe

Mac Mann, Clare Vough, Fran Ritz, Hank Wickman, Dave Sanford & Bruce Buckler on the managers handbook on the new typewriter — Clare is of the opinion that the change would take place so rapidly that it would be impractical to make up a handbook. Hank has to do some of the work for his customer engineering manual anyway & since Fran Ritz feels there is a place for some type of training material so I believe we will look further into the matter. Blackie arrived from N.Y.C. about 3:30 he had been detained at W.H.Q. by Aiton. He told me on the Q.T. that Charlie Love & Gordon Fovell had raised Hell with Aiton on the condition of the school — even went to Tom Jr. about it. Blackie was quite disturbed about it. Blackie helped Dave, Joe & the boys on the plans for the graduation. About 5:00 Bruce left to get a train back to N.Y.C. — And about 5:30 Dave drove Blackie & me up town to Nick Bevin's for dinner — Blackie had never eaten there before. — I had a chance to learn more about Aiton's & Blackie's trouble with Charlie Love. It sure seems that Charlie just likes to make trouble for Aiton. I told Blackie a little about my renewed interest in management

training after the talk I heard by Dr. Hall last night. I indicated I felt IBM should take advantage of the short course in management offered by Harvard Business School and told Blackie I thought he was one of our minor executives who should be sent to their course in business management. He liked that idea very much. — After eating we got a cab back to the plant. Spent a couple of hours with Dave & Joe going over all the details on the graduation to-morrow night. Mark Weickman & a couple of his boys worked on the seating arrangement. Then about 9:30 Dave drove us up to the Country Club to see how they had the tables arranged. It was in a nice set up. Dave drove Blackie & I back to the hotel about 10:15. — I came right up to my room — did a little painting on the circus wagon as a bit of diversion. About 11:00 Blackie called me & said he had a call from Orton — things are getting hotter on the School situation & he wants Blackie & me to go back to Endicott with him to-morrow night after the graduation — that means we will have to dash to Hoboken to get the late train out for Binghamton.

Blackie had called Hobohen & made reservations. Wrote these notes — took a shower & To-bed 12:20.

2/18/48 WEDNESDAY:

A beautiful day in Poughkeepsie — got up at 7:15 — had breakfast with Blackie in the coffee shop here at the Nelson House. He told me a little more about Acton's orders to be in Endicott to-morrow morning — he is calling a meeting to go over some of the matters stirred up by Charlie Love. — After bk. Blackie & I walked over to The Hamilton Press next to the America Club — they were just getting settled in their new quarters. We met Dave there & left instructions with Mr. Bloom on the program for to-night. Dave drove Blackie & me down to the plant. — Poor Dave really had a busy day working with Blackie & Joe Foley on the final arrangements for the Customer Engineering Graduation. It's the same thing here at Pk. as at Endicott — it's like getting all set up for a three ring circus. I helped Dave all I could — but with Blackie running the show I felt very much unnecessary. Mac Almon called & told me he couldn't get down — he was hoping to see Mr Elwain to-day. Mac talked as though he was all worn out — I cautioned him to take it easy. I'm afraid

the managers training program may prove too much for Mac. Tom Jr. arrived about 11:00 - his first reaction on seeing Blackie & me there was "What are the fellows from Erdiston doing here". Joe explained I was here on the Job Trg. program & Blackie to help on the graduation. That bothered me some, for I believe Tom isn't too well informed on just what my job is. About 12:00 Dave drove me down to the lower bldg. to see Hank Wickman - I went to lunch with Hank & Arnold Kopser in the lower cafeteria. After lunch I went over the talk that the members of the Customer Engineering Class is going to give to-night with Hank to be sure proper recognition would be given to the three apprentices who are included in this graduation. Hank drove me up to the upper building about 1:30. Blackie left with Joe Foley to meet Acton at the station. At 2:00 I rodd up to the Country Club with Dave. Hank had his class of 41 Customer Engineers there and Dave briefed them on what they were to do in marching up for their diplomas this evening. It was as detailed as any military program. Blackie & Joe brought Acton directly to the Club so he could see the set-up. Ed Atkinson had his group helping with the whole set up. Dwayne didn't like the dais set-up.

He made some minor changes. Came back to the plane with Dave about 3:00. — It was just as I had expected - Alton was tied up all afternoon - with Tom Jr., Mr. Phillips & then with the speaker for to-night, Mr. Haggerty & his wife. I was surprised to see that Mr. Haggerty was such a young man. I got a ride up to the Hotel about 4:30 with Hank Wichman. - Cleaned up & put on a new suit etc. for the party - then packed my bag - Blackie came dashing in about 5:20 - he was ready to leave about 6:00 - We checked out & got a taxi out to the Country Club. Everything went off very smoothly at the Graduation. I was on the Dais so I had to march in with the Dais line. We had one hitch in that Dause Bibby & his wife didn't get there on time & we had to march in without them. Dause piped that up when he spoke by indicating he had some trouble getting the 3 cornered pants on his young son. — I thought that was darn clever of him - it served well to vindicate him. The Poughkeepsie Country Club sure is a beautiful place - I like it better than our Club at Endicott. The program went off well - Dr. William Haggerty gave an interesting talk. - Bibby, Lawson, Douglas, Tom Jr. & Phillips also spoke. The speaker for the classes, Mr. Charles did only fair

I sat next to Arnold Kopser & had a good chance to get better acquainted with him. — I talked with the three apprentice graduates, BENSON, COWARD & SABIA just before the dinner & told them Mac Almon couldn't get down — gave them his regards & congratulations as well as mine. After the program was over we had a group picture taken. — Tom Jr. stopped by & asked Alton to ride with him down to where he had to turn off the parkway to go over to his home in Connecticut — so Horace Bailey followed him with Geo. Metz, Blackie & me. Geo. had come up from W.H.Q. to award the certificates for Leon Turney. Tom didn't drive very fast & we were all concerned about making Hoboken by 1:05. Didn't get away from the Club until a little after 10:00 — then we lost some time getting D'wayne changed over from Tom's car to ours — he had to finish his conversation with Tom. Then Horace had to get gas in White Plains & we dropped Geo. near his home in White Plains & Horace drove as fast as he dared on down the parkway into N.Y.C. He got us down to 33rd. St. & 6th. Ave. — just in time to catch a train for Hoboken at about 12:35 — it was the last train we probably could have gotten to make our 1:05 train out of Hoboken.

We had about 9 min. after we arrived in Hoboken. Got right on didn't have time for a soda. I turned right in at about 1:15. — I did discuss some business with Dwayne on the way but he was too tired & I was too to accomplish much. — It sure had been a long day.

2/19/48 THURSDAY:

A beautiful warm day here in Endicott — got up at 7:15, porter called, & got off the train at 7:45. Blachie & Dwayne were in another car & they got off exactly the same time. We took a taxi out to the Homestead & I had the same taxi bring me on home. Mary was surprised to see me — she hadn't expected me back this morning. She got me some breakfast & about 8:45 I drove up to the Homestead for Dwayne & Blachie — drove them down to the Office about 9:00. Dwayne had a big day planned so I knew I probably wouldn't get a chance to discuss business with him to-day so I covered most of mine on our way down. He likes to do that to conserve time. — I really had a busy day getting caught up on so many things. — Jack Agan called about 10:00 from Binghamton — he was with his cousin Dave West & wanted me to

meet him so I asked him to come down & have lunch with me. – Mac Almon stopped over & we reviewed the whole manager training situation – Mac had arranged to see Cy McElwain to-day on his part of the program & wanted me to go over to see Cy with him. Buckley stopped over & we reviewed our sessions with the boys at Poughkeepsie. – The car was skipping badly this morning so I called Mary – she had planned to pick it up from the parking lot about 1:00 so I suggested she take it to the Buick garage & have Eddie fix it. Jack & his cousin Dave stopped in about 11:45 – I had never met Dave West before – he seemed like a very nice chap. He is Manager of the Binghamton Agency for The Prudential Insurance Co. of America. Jack had his car – he drove us over to Hotel Frederick for Lunch. – I learned Dave had just gotten an Air King Wire Recorder – I had never heard of it. Jack didn't want to go to the Chamber of Commerce Dinner with us & Dave invited him to go out to dinner with he & his wife so I asked them all to stop back to the house after dinner. Got back to the Office about 1:00. – Orton called a meeting of the division heads as well

as Edith Dimmitt & Mac Almon at 3:00 — he kept us waiting about 15 minutes. It was a very brief but snappy meeting on the condition of the school facilities. Charlie Love really started something when he reported to Tom Jr. that our School was not in proper condition — Painters were at work all day to-day in the hall & I understand the whole building is to be painted inside. Dwayne also told us that Harris had approved a full time janitor just to keep the place clean once it is all painted up. — Mac & I went over to see Cy McElwain at 4:00 to get with he, Kintner & Bookstaver on the manager training program. Cy was so tied up with Personnel Problems he couldn't take the time. Mac were on over to Bldg. 46 to see Bert & Homer — I came on back to the school as I wanted to see Alton before he left — I called Prof. Ted Brown this afternoon to discuss his part of our manager training program — Alton had asked me to call & ask him to help on the session on Ethics in Economics in Business. I finally got Ted at the Yale Club in N.Y.C. We had tried his home base in Boston first. He was with Perry Starbuck going over Perry's book on IBM Accounting.

Checked with Dwayne on his schedule & find we have to quite a bit of shifting sessions to get he & Ted both lined up for our manager training sessions. About 5:00 I walked down to the Buick Garage – I had told Eddie to have Mary wait for me if she stopped in. She was there with MaryLou. Drove one to Endwell & then got Barbara & a group of her girl scouts – gave them all a ride home. Got home about 5:25 & really had to hurry around. I helped Mary get some dinner for Bala & MaryLou. Then we got dressed & at 6:30 drove over to Johnson City to the J.C. Chamber of Commerce Annual Dinner. Mary & I didn't know hardly anyone so we left right after the dinner as we wanted to get home to have a long evening with Jack Apgar & his cousin Dave West & his wife. Got home about 8:15 & called Dave at the Community Coffee Shop to tell him we were home. Helped Mary straighten up the house & started a fire in the play room. Jack, Dave & Mrs. West came about 8:45 – Dave had his Air King Wire Recorder with him – we each demonstrated our recorder. Sure had a full evening – Dave, Jack & I had the girls stay upstairs & we were down in the play room where

Dave played the recording he had of the "World's Champion Farting Contest" for Jack & me. It was the same records Fred Farwell had played for me. We got quite a kick out of it. – Played some pin-ball. The folks left about 12:15. I helped Mary clean up the dishes & we got to-bed about 12:40.

2/20/48 FRIDAY:

Colder & clear to-day. Got up about 8:00 – tried to get caught up a little on my sleep. Mary got up & Babs and Mary Lou had gone on to school. Had breakfast & went down to the Office at 9:00 – stopped down to the post Office – drove around to John Smiths & left the car to be washed – John drove me over to the Office. Had a busy day at the Office – got caught up on some of my correspondence. Fred Branch stopped over this morning – he advised me that it would be best for me to put in an application to the Round Hill Lodge of the Masons here in Endicott instead of Binghamton. Freddie said he would have Frank Furman sponsor my application. Freddie sure is anxious for me to become a Mason. Had lunch at the cafeteria

with Ray Jarvis at 11:30 – after lunch I stopped over & got the car at John Smith's. This afternoon I stopped over & talked with Mac Almon about the Manager training program – he is all set for the first session to-morrow or rather Monday. I asked Mac about joining the masons & was surprised to learn he had no use at all for secret orders or clubs of any kind. Saw Dick Reddle this afternoon & told him I was sorry not to be home when he & his family were out to the home last Sunday. – Called Drew Daly this afternoon & learned that the Newark Office would be closed on Monday for Geo. Washington's Birthday so I wouldn't have to come down to be there for the awarding of the General Education Certificates to the employees in the Newark & Elizabeth Offices. That changes my plans quite a bit. However I planned to drive back on Monday as the girls have Monday off. Left the Office at 5:00 – did some shopping ~~[illegible]~~ on the way home & got home about 5:30. Put a new harness on Frosty the pup & gave him a run. Stopped over to Orlofskys & left the food for Frosty while we were gone. Mary put Babs & Mary Lou to-bed about 7:30 so we could get up early to-morrow morning. Helped with

the dishes & spent more of the evening getting things packed & all set to leave for N.J. early to-morrow morning. We went to-bed about 9:30, got a good early start for a swell nights sleep & about 10:00 the phone rang - it was Henry Banks calling to ask me about using my projector a week from next Monday at our Bethel Brotherhood Meeting - so it was after 10:00 before we got settled back to bed.

2/21/48 SATURDAY:

Very cold this morning again 10° above zero - it had gotten much colder. We had the alarm set for 5:30 - got up & all dashed around to get ready to leave for N.J. Helped Mary with Breakfast & packed the car & were ready to leave about 7:05. It was a nice bright morning - swell weather for our trip. We were so glad we had waited until this week instead of trying to drive over the ice last week. Made good time until we got down to Kingsley Pa. - There at the high R.R. Bridge they are preparing to reroute the road & had a lot of excavating equipment at work. We were held up in a line of cars for 40 min. before we could get through. I thought we would

never get under way. It sure cut into our time for the trip – after getting an early start it seemed even worse to sit there along the road for 40 min. Drove faster after getting under way again. Got down to Mother's at about 11:00. Mary & the girls had a big time getting settled – they haven't seen Mother & the folks since last Thanksgiving. I had my usual job of getting the car all unloaded. Mother had a swell roast beef dinner for us – About 1:45 I drove down to Dads as I wanted to see Mr. Hummel when he came over to Dads. Dad was in his office – Russ came down & asked me whether I wanted to see a wreck & asked me to go up to the wagon house with him. My first thought was that he had been in an accident with the Chevy. Dad walked up with us & I had a real surprise when Russ showed me a new 1948 Black Super Buick Sedanette with white sidewall tires. It sure was a beautiful job. Dad & Russ told me the whole story. Dad had his name in for a Buick & his Buick came through so Russ took it. He sold his Chevy down the road for $200.00 more than he paid for it so it made a good deal for him. The new Buick cost $2100.00 +. – Russ & Betty sure were proud of it – Russ let me drive it out of the

barn & down by the house. Mr. Hummel came in & I had a nice chat with him — he told me he had gotten a medalist camera & wanted me to come over to-morrow at 1:30 to take some pictures. I drove back up to Mother's got all the folks except Eleanor, Jack & their family. They took little Johnnie to the doctors this afternoon for his regular check-up. I brought Mother, Mary & the girls down to see Betty & little Buddy. We also had a good look at Dad's new Hudson & Betty & Russ' new Buick. They sure are two nice cars. Betty & Russ were getting ready to take Buddy for a ride in the new car so we didn't stay long. Drove on up to Kay's & had quite a visit with the folks. Took some pictures of little Billie & the girls — Betty-Kay was also up to Kay & Bill's. Kay had been having some trouble with her back & was just getting up & around. Left Kay's about 4:30 & went back to Mother's — I got out to wait for Jack. — Mary drove the folks on up to see Emma & her family. Jack stopped in about 5:00 & I went with him down to see Dr. Christensen & his hobby shop. Jack knew he was at Jim Hunt's studio so we stopped in there — Jim was just finishing up his art class — had three students there including Dr. Christensen. I hadn't seen Doc.

Christensen in years – he had gotten much fatter. I showed Jim the model circus wagon I was building & asked him about a brush to stripe the wheels. He picked out a very fine brush for me to try. Jim went with Jack & me over to see Doc's shop & work – of course Jim had seen it before. Doc sure has a real model shop – it was even more than I had expected & Jack had been building it up with his description of it. I had never seen so much equipment in a private home work shop – and the work Doc does is really amazing. He builds all kinds of wagons – covered wagon – carriage etc – to a scale 5/64" to 1" or about 3/4" to 1'. He does a beautiful job except with the painting – his striping job is not so good – however Doc's hands are so shakey & he's such a nervous individual I wonder how he does any of the work. He builds all his models right from a picture – uses no ready made parts – everything is built from the raw materials. While I was at Doc's I was surprised to see Dad come rushing in all excited. There Betty & Russ had had a bad accident with their new Buick. I rushed out with Dad – he had gone up to Emma's & had told Mary – she had stopped in to Doc's – Eleanor was with her & so was Betty & little

Buddy. Betty had been crying & was all excited. I road down to where the accident occured just below Pottertown with Dad. The car sure was a mess in the rear - Betty & Russ were on their way home, having been down to Bryan's to show them the new car & was driving only 35 miles/hr. with the new car — a big RODGER'S trailer truck came up in back of them going about 60 & for some reason the driver didn't notice them going so slow & zomed right in the back of them — pushed Russ down the road ahead of the truck for several hundred feet & stopped with the right front wheel of the tractor on the truck up in the truck of the new Buick — how Russ ever kept the car under control I shall never know. There was a big crowd around the wreck. Russ told me it was all he could do to keep the car straight & from turning over. It was fortunate also that Betty had taken little Buddy out of his crib from the back seat of the car for the whole rear end of the Buick was mashed right down & all of the glass in the rear window was wasted out & sprayed all over the back of the car. Betty had just taken Buddy out of it at Whitehouse & was holding him on her lap. Poor Russ, I felt sorry for him — it sure looked

like a shame to see a nice new car all mashed up – however they were lucky for they might have all been killed if that car had ever turned over & that big truck ran over it. The truck driver claimed he had looked across the highway to the garage where they have their trucks serviced & hadn't seen the car until too late – but we all think he must have fallen asleep. – Dad had gotten Mr. Angle, the insurance man from Annandale with whom they had insured the car, to come down. Russ had gotten the car insured this morning. In fact he didn't get the car until about 11:00 this morning. It seems hard to believe they had the car such a short time – wrecked it in the first 6 hours they had it as the accident took place about 5:00. It was too dark to take any picture by the time I got to the accident. I sure missed my chance to-day to get a picture of the new car. Adrian Welsh came along & noticed the car & stopped. Bobby Stammer took the car with his wrecker & towed it up to his garage in Lebanon. I road up with Adrain & we followed Russ & Bobby. Russ had to ride in the Buick with the rear end of it up on the wrecker – he had to keep the wheels straight. Adrian brought Russ & I back to Dads along with the groceries that were in the

Buick. Eleanor & Mary were helping Betty get things settled at the home. To make matters worse the lights were out & Dad had to get an electrician to fix it. Betty & little Buddy didn't look any the worse for the accident. — I drove Mary & Eleanor back up to Mother's, she was waiting supper for us as it was after 7:00. After supper Jack & I went up to Emma & Bill's to see the Sportsman Show Broadcast on their television set. We were disappointed in it — didn't show any of the exhibits just the vaudeville act. Came back to Mother's about 8:45 — set up my projector & screen — showed the folks some movies — also the color slides I had taken since we were down last. Then about 11:00 Jack & I tried our hand at painting the spokes on the little wheels on the Model Circus Wagon — that really was fine painting. I was both surprised & pleased to learn I could do it as well or even better than Jack. Finally went to bed about 11:30.

2/22/48 SUNDAY:

The kids woke us up about 7:00 — I was surprised to see it was snowing hard & drifting badly. What a day! Got up about 7:30 — as soon as we had breakfast Jack & I went out & shoveled a path thru the drifts to the barn.

I found a flat tire on my car – Jack helped me – he went down to the Esso Place & borrowed their portable air pressure tank. With that it was no trouble to pump up the tire. I got some pictures of the snow even though it was snowing. Drove down to the Esso Station & had the tire taken off – found the leak around the valve stem. Had to get a new inner tube. Also had my chains put on so I would have no trouble getting in or out of the drive. Jack took Babs & Mary Lou to Sunday School. He got fast in Mother's drive when he brought them home – I had to pull him out with the Buick – with chains on I could get a hold. About 11:15. I drove Mary & the girls down to Dads – Betty had us down for dinner – I was glad I had chains on the car – Dad's drive was drifted full of snow – what a contrast from yesterday. Betty had a wonderful dinner for us – chicken & all of the trimmings. I called Mr. Hummel & asked him about our date to take pictures at 1:30 – he agreed it looked very bad but wanted to call back. He called me about 2:00 & said he thought we had better give up the whole idea I told him about Betty & Ruth' accident. After dinner I went out with Dad to feed the

chickens & pigs. Took a couple of pictures - then Ruth & I drove up town with Dad's truck to get some pictures of the car. Ruth had covered it with a piece of canvas to keep the snow from going in the rear window - we uncovered it & swept the snow out. I got some pictures of it - drove back to Dad's. Did some painting on my model circus wagon & after Betty, Ruth & Mary got the dinner dishes all finished I played some wire recordings for the folks & also showed some movies & slides - it was very dull & cloudy this afternoon so it wasn't difficult to darken the home for the movies. It had gotten warmer & most of the snow had melted off the highway. We left Dads about 5:00 - I drove up thru Lebanon to get off the highway with the chains. There was a little more snow on the road thru Lebanon. Saw Jack Maxham's car at Jim Hunt's so I got out there & road up with Jack & his younger brother David - I had never met David before - he is going to college down in Jersey City - he stopped in to have Eleanor tutor him in math. Mother had a spaghetti supper for us - Eleanor helped her fix it. After supper Jack & I fooled around in the work shop. Did some painting on the model - & played some recordings, picked out some more of Jack's Bing Crosby's

records to record on wire. Edward Eich called after supper – he said he had seen my car when he went by on the bus. – Edward very coyly said we would be hearing from he & his wife soon – sure enough they are expecting a baby in about two weeks. Edward sure seems proud & happy about it all. – I loaded a couple of film cartridges before going to-bed about 12:00. Jack Mapham came out to the kitchen about 11:30 & got a piece of pie to eat. I had one too but I shouldn't have taken any. I'm getting much too fat for my good – I've got to start reducing some how. To-bed 12:10.

2/23/48 MONDAY:

Cold & clear this morning in N.J. – Got up about 7:00 – I had a real job getting everything packed – Mother got bk. for all – Jack & Eleanor ate with us. After bk. I packed the car to leave for Endicott. We were all set to leave at 9:00 – drove Mother down to Kay's as she was going to help Kay this week until her back is better. Poor Mother she sure has a lot of kids to take care of. It was a beautiful morning for our drive back & the snow had melted practically all of the

concrete highway. However the black top roads were still quite icy & we had to take it easy. It held us up some. I had an headache so I had Mary drive part of the way. Mary had put up some sand wiches & cake so we ate lunch in transit to save time. Got back home here about 12:45 — they had had only about 2" of snow here yesterday & it was practically gone. I unloaded the car — changed my suit & at 1:30 hurried down to the Office. Got a call from Alton at W.H.Q. on the arrangements for the ART Meeting in June — he is concerned about the housing for the group. Mac stopped over for the Managers training session at 2:00 — Our ~~[illegible]~~ Managers training sessions got started this morning. Mac gave me a report on the first session — Cy McClowin was over to serve as the leader. Mac said it was almost impossible to get the fellows to talk — therefore it wasn't a good session. I sat in the session at 2:00 — Cy couldn't get over & Bert Quintner had gone home sick so Homer Bookstaver who had come in to sit in on the session in preparation for his 2nd. Shift group this evening, so he took the session. Homer does a nice job

but he talks too much the same as Cy. Herm Klotz was one of the group - just after the session started he left the room - Don Sweet came in a few minutes later & passed me a note that he had taken Herm to the First Aid - & that he was very ill. I went over to First Aid to check on Herm - he was lying down & said he would be OK in a little while. The Nurse wanted him to go home so I stopped in the Personal Dept. & asked Ralph La Jonette what to do - he advised my calling Wally McDowell - which I did. Ralph claimed Herm's condition is largely mental, he's always afraid something is going to happen to him. - I also sat in on the 2nd. Managers Training Session this afternoon - from 3:30 to 4:45 - Homer Bookstaver was the leader. At 5:00 I drove home - stopped for some groceries - my headache by then almost had me down. Came home had a bite of supper & then drove back to the Office at 6:15 for the 2nd. Shift Manager Training Session at 6:30 - Homer was there to lead the ~~discussion~~ - I opened the session & also did some blackboard work for Homer. As usual he talked for 75%

of the time which was too long. However Homer does a good job & it was a good session. I got home about 8:30 - called Mac Almon but he wasn't home. I still had a terrible headache so Mary & I went on to - bed about 9:30. —

2/24/48 TUESDAY:

A clear cold day - it was about 15° above this morning. Felt much better when I got up at 7:00 — The good night's sleep had helped me a lot. I'm convinced I don't get enough sleep. Drove down to the Office at 8:15. Spent much of the morning giving dictation to Don Sweet. Alton was at the school & I tried to see him but he was tied up all morning. I was very much disturbed by a carbon of the letter Blackie had sent to Bibby advising him of some of the bad conditions of our class rooms at Pk. I couldn't imagine his doing this after he had heard me ask Dave when we were at the classroom last week to give me a complete report on this situation. Boy, I sure was hot! I called Dave at Pk. on several matters & told him about it. He

thought it was a hot one too. I drove home at 12:00 for lunch – after lunch I helped Mary with the dishes & then she rode back to the Office with me to get the car so she could go over for Mrs. Carpenter this afternoon. We stopped by DeVente's for a few minutes. I wanted to see Connie & we wanted to ask them over for dinner Sat. Eve. with Mr. Elmer. Mrs. DeVente said that was definitely out – no going out evenings. Connie didn't good at all, I'm afraid he isn't improving any. Mrs. DeVente is almost frustrated over the whole situation. Personally I think Connie needs a rest away from home – I took the liberty this afternoon to call Ralph La Tourette about it & also tried to call Elliott Gardner who is Connie's manager but since he was out of town I talked with Ralph Walker who is one of Elliott's assistants. Ralph said he would go right out to see Connie – he wasn't aware of the condition & seemed most appreciative of my calling him. At 1:30 Acton had another meeting in Starbuck's Office of all division heads to review the condition of the school building. The painters were at work again to-day & the place is beginning to look presentable again.

I guess none of us thought or realized it looked so bad until we now see it painted again. I took the opportunity to show the group the layout of various sizes for our Gen. Edu. Certificate & got their reaction as to which size looked best. After the meeting at 2:00 I remained to talk with Dwayne on several matters – I showed him the carbon of the letter Blackie had sent to Bibby on our Class Rooms at Pt. & told Dwayne just how I felt about it without getting heated over the matter. It was most interesting to see his reaction – he had to admit that Blackie was wrong & that it wasn't the fair thing to do, but tried desperately to shield Blackie. He made a note to speak to him about it & asked me not to mention to Blackie that I had discussed the matter with him. I can imagine how much Alton will say to Blackie about it – probably very little if anything. He indicated he thought I was too sensitive over such matters & that it wouldn't reflect against me any having Bibby receive a report from Blackie. I showed Dwayne the letter I had prepared for Bibby & he said I could send it if I wished. – Discussed with him a request Dave had passed on to me from a Teachers Assoc. at Middletown

N.Y. for someone to talk on Edu. in Chrd. on March 19th. I tried to sell the idea of Sanford doing the job after I learned it would be impossible for Dwayne to do it. I was surprised that Dwayne didn't want Dave to do it — he seemed to favor Paul Denell but I held out for someone from the Dept. of Edu. Frankly I was in hopes he would give me the assignment if he didn't want Dave to do it but he wouldn't even indicate I should do it until after much tangling over it I indicated I would be glad to do it & conveyed as nearly as possible his thoughts on the subject if he would help me prepare for it. He accepted this idea & said he would spend some time with me. — It bothered me however that Dwayne would not willingly & openingly give me the assignment — I can't help but feel only about half hearted about it. I called Dave back & explained the situation to him & told him I would do it, but wanted him to accompany me & be ready to accept the next request himself. Discussed the whole matter of executive training with Dwayne again. I wanted him to sit in on one of our Managers training sessions this afternoon but he was getting a 3:15 train from Vestal & didn't have time. Mac Alnon handled

the three sessions to-day. Cy was over for two of them & Bert Kintner handled the other one. I had Carol Lynch stop over this afternoon & reviewed with him the requests for films on Work Simplification. About 4:30 Adrian Faulkner called & said Bill Levin wanted to see me — I went right over — Bill had a letter from Armed Forces Institute outlining a 2 week course to be given to Industrial Training Executives in preparation for an emergency in the event of another war. Bill told me he was submitting my name & he dictated a letter to Adrian while I was there. He pointed out there were to be only 40 picked out of a possible 160 some so there is a good possibility that my name will not be included. The first 40 applicants will be accepted & Bill admitted he had delayed answering the letter for about a week. The date for the school in April 12 thru 23rd. in N.Y.C. I sure would like to attend. Came back to my office at just 5:00 & called Blackie, he was with Dawson but came down to my office. Mary was waiting for me so I only had a few minutes. I told Blackie just what I thought of his sending the letter to Bibby on our Pk. classroom. I very sarcastically told him I didn't know what his code of business ethics were but they sure didn't agree with mine. I reminded him of

my request to Dave in his presence to give me a complete report on the situation so I could give it to Bibby & Arton. Blackie sure was taken off his feet - he tried to explain that he had talked to Al Goon about the room & Al was going down the first of this week so he wanted to advise Bibby of their conversation. However he admitted he should have talked with me. - I told Blackie I was glad he at least gave me a carbon copy of his letter - it wasn't this statement but it was the way I said it which really cut him. I had to leave since Mary was waiting so I didn't continue to argue with him - & Blackie left almost in tears - he was really disturbed & I was glad he was for he surely deserved it. Ray & Bob had left the office so Blackie & we alone. Mary drove me home about 5:20 - I told her about my troubles. - Mary had gotten Mrs. Carpenter this afternoon - it seemed good to see Bertie again. I thought she looked very good - she sure carries on very well. I helped Mary some with supper - had some fun joking with Mrs. Carpenter she seems to be just as good a sport as ever. Had to hurry with supper so I could get back for the manager training session at 6:30.

Mary drove me down about 6:15, She had to have the car to take the girls down to Hooper School to the P.T.A. Meeting. Mary Lou was in a little play which her class was presenting. She was quite disappointed that I wouldn't see her & I was too. Homer Bookstaver was the leader for the Manager Training Session & did a swell job. It was a good group. — Ray Davis was at the Office this evening so after the manager training session I had a chat with Ray — suggested he & Bob start a campaign contacting every Dept. Manager & get their ideas on how we can extend our Gen. Edu. Program to serve their needs I have been trying to get Ray to do more contacting the men in the plant. After Ray left I called Blackwell at his home & straightened out our little affair at least to some extent — Blackie was apparently still worried about it, for he said he was going to call me. — Mary stopped by for me about 9:00 — she had Mrs. Carpenter, Babs & Mary Lou with her. They had all been to the P.T.A. meeting at Hooper School. When we got home I showed Mrs. Carpenter the wire recorder & made a recording of her voice — had some fun with her. I used the wire recorder to practice some

of the ideas I want to use in my talk at the Castle Point Hospital to-morrow. Packed my bag & about 10:45 Mary drove me over to the station — Mrs. Carpenter road over with us. I had a reservation on the Syracuse car so I couldn't get on until about 11:40 — Don Wolfe & Prof Thayer were on the same car — we walked down to the end of the platform & got on as soon as the train came in from Syracuse. Turned in right away 11:45.

2/25/48 WEDNESDAY:

A dull rainy day here in Pk. — Porter called me at 5:45 in Hoboken — I hurried around & got off the train about 6:20 — took the tube to 33rd. St. & a taxi to Grand Central — had time to get a cup of coffee before getting the 7:10 train for Pk. — I did some reading for my talk on the way up. Got in Pk. about 9:05 & took a taxi up to the Nelson House. Called Dave Sanford as soon as I got checked in & arranged to have him check on final plans for our visit to Castle Point. Dave called me back — I remained here in the room & did some

W. G. MORGAN, SUPERINTENDENT

WILLIAM D. GAY
PRESIDENT BOARD OF SCHOOL COMMISSIONERS

OWEGO PUBLIC SCHOOLS

OWEGO, TIOGA COUNTY,
NEW YORK

February 25, 1948

Mr. Frank H. Welsh, Jr.
Head, Division of Factory
and General Education
International Business Machines Corp.
Endicott, New York

Dear Frank:

I have been a little slow in writing to you since you were down and spoke so well at our Chamber of Commerce banquet. It seems that since then I have been on the road night and day due to one unexpected matter or another.

However, as I have been here and there from time to time, I have told several educational groups that you are a top-rate speaker, so do not be surprised if you hear from some of them. None of these groups to which I have given your name should offer you less than one hundred dollars a speech.

Before I close, I want you to know that although I have been short on writing you and some other things, I have not gone along from day to day without thinking often of the many fine things you have done for me through the years.

Very sincerely yours,

W. G. Morgan
Superintendent
WGM:t

work on the material for my talk at Castle Point. I called Bibby & checked on the matter as to whether there is any counter part of our Sheltered Workshop at Binghamton here in this area. I knew Dave was interested in this matter - he informed me however there was nothing set up at the present time. He was about to leave for a bank meeting & was in a big rush as usual. Dave came by & got me about 11:30 - I saw Paul Denell in the lobby while I was waiting for Dave & got some data for my talk. Dave drove me directly to Castle Point Veterans Hospital - we got there just at 12:00 - Dr. Goldberg met us & took us to lunch in one of their dining rooms. After lunch he took us down to their Manual Arts Therapy section - met a couple of the instructors & saw some of the work done by the patients. One of the instructors had a young man, a patient who is to released in April, come in to talk with Dave & me regarding apprentice training. He was from the Bronx so I had to point out our policy of hiring only from the immediate area of the plant. Dr. Goldberg took Dave & me to their conference room at 1:00 for the meeting of their training & Personnel staffs - a group of about 20 men & women. It was their regular

weekly meeting. Every other week they have an outside speaker & that was the spot I filled on their program. Dr. Goldberg presented me & also introduced Dave. I spoke for just 30 min. on our training program & our work with Physically Handicapped people. I held my remarks to 30 min. as Dr. Goldberg had asked for a question period. It was a good group to talk to – I quite enjoyed it & the question period which followed was very active – they kept Dave & me answering questions for a full half hour. I was very much pleased with the response Dave & I received from the group. We had to hurry away at 2:00 to be back at the plant at 2:30 for the Job Training Session – we just made it. Jack Calahan had a group of 14 new employees in a 2 hr. session on Hand Tools. It was our first session on this subject & I wanted to see how it went so I sat in on the whole session – even took the quiz at the end with group. Jack does a good job but it seemed a bit too dry & elementary. I tried to get Dave lined up to take a look at the class room but he told me he would be too busy this evening. He had a busy afternoon – Len Turney was back from the West Coast with some of the field

trouble. Dave & I stayed around until about 6:00. He drove up town to the Hotel – I took my brief case to my room & then went to Smith Bros. Restaurant for dinner. Then decided to go to see Bing Crosby & Bob Hope in the Movie ~~[illegible]~~ "ROAD TO RIO". It was fairly good. Got out of the show & back to my room about 9:30 – did some work on my income tax form – Mary had put all the papers in a large envelope & sent it along with me. Dave had told me he was going to work on his income tax to-night. He called me about 10:00 – we exchanged notes on on deductions – Dave had figured out he would owe Uncle Sam about $14.00 – I figured I would owe about $200.00 but I believe that is still quite high. Wrote these notes & to-bed at 11:50.

2/26/48 THURSDAY:

Very dull & rainy in Pk. – Got up about 7:00 – had bk. in coffee shop at Nelson Stone. Dave stopped by for me at 7:45 & drove me down to the plant. Ed Atkinson was driving out from the Plant as we walked in – he was driving Margaret Cramer out to the Country Club in the Co. Jeep.

I got in with them & road out to the C.C. - Told Ed all about Rose & Betty's accident with their new Buick - he hadn't heard from them. Got a ride back to the plant with Tom Murphy the club President. Dave & Wilbur had an induction program this morning for about 25 new employees. I was pleased to see Prof. Brown come in this morning - he had wanted to see me to discuss our Manager Training Program. I spent most of the morning talking to Ted about various programs. Turney had a session going on all morning on various problems with a group of the plant managers - Dave's office was like 42nd. St. & Broadway all morning. I called Stan Mabbey & he arranged for my return trip by the way of Middletown - Geo. Basil was down from Endicott & decided to go back with me. I called Don Sweet in Endicott & told him I would be back this evening & to call Mary. About 12:00 I road home with Dave for lunch to take the movies of his new son. Davie has a trained nurse & a home began - after having lunch Dave helped me & we took the movies - a half film of ANSCO TRIPLE X - very fast - also took some stills. Little Louis Tobey sure is a cute little fellow - very

noisy — Dave had gotten a couple of #2 Photo-flood for lighting. We drove over to ARAX camera shop & took a look at & had a demonstration of the new Victor Lightweight Movie projector we are considering getting. I was favorably impressed with it. Dave drove me over to the Nelson Home & I checked out — then he drove me back to the plant — we got back just in time for the Job Training session at 2:30. Don Dunn had a group of 14 new employees for a 2 hour session on Precision Mfgs. I sat in on a little of the session. I took a few minutes to stop in the special assembly room to see Fran Ritz — Prof. Brown & Jack Kenney were with him. Fran told me they are still working on the first one of the new model typewriters. Bill Mair stopped in — I had a chance to talk a few minutes with Bill about the manager training program. He asked me whether everything was OK with Bibby & Sanford — I told him Dave had indicated he felt Dave was doing alright. At 3:30 the company car was ready to leave, Dave went out to help me get my things out of his car — I was surprised to learn that Vincent Smith the IBM Contractor was going with us to Middletown. Geo. Bassil was with us & the driver stopped up to the Nelson Home for another

fellow Tommy somebody — so there were four of us. One of the fellows from the plant drove us over in one of the company cars — a new chevy. He was a good driver — it was very rainy & the roads were wet so he drove slowly — we got there about 4:50 — plenty of time to get the 5:14 Erie train for Binghamton. I enjoyed talking with Vince Smith — he gave us some points on building materials — I told him about my bad roof & he said he would send a man out to estimate the job of putting on a new roof. He also gave us an account of some of his experiences with Mr. Watson in Building #46. He sure rides with Mr. Watson. I was amused with his analysis of Geo. Campbell & his work on the building at Pk. It was clear that Geo. doesn't have any use for Vince. & I do believe Vince is really a good operator. About 6:00 — the four of us went into the diner — a club dinner for supper. We sat & talked for a long time after eating — then in the club car. — Got in Binghamton about on time — 9:15. Vince was on his way home from Nassau — the rest of his party were coming up on the Lackawanna. I got a cab with Geo. & Tommy — got home about 9:35. Mary & Mrs. Carpenter had just

gotten home from the Homestead. Mary took Mrs. C. with her to the customer dinner — it was the first time she had ever attended one & she enjoyed it a lot. I told them all about my trip to Pk. & back. Mary & I spent some time on our income tax form. We got the tax down from $280.00 to $110.00. Mrs. Carpenter fixed some coffee for us about 12:00 — To bed 12:30.

2/27/48 FRIDAY:

A rainy day in Endicott. I slept late this morning — didn't get up until about 8:30. Mary had gone over for Lolly about 8:00 to clean the house. — I was sorry to learn that the drain from the sink had backed up again & this time the down stairs toilet had overflowed & drained down into the basement. What a mess — as soon as I got up I called a Mr. Grover in Endicott who pumps out sez-pools & arranged to have him come out this morning. Mary took me down to the Office about 9:00 as she wanted the car. — Had a very busy day getting caught up on the things that piled up while I was away. Mac Almon stopped over & told me he thought we ought to get to-gether with management on the matter of

the cooperative students from the N.Y. State Institute of Applied Arts & Sciences. I called Jimmie Johnston & arranged for a meeting at 2:00. Ray went in to-day - he had gone to Pen Yan to take part in a career day at the High School. At 12:15 Blackie & I went to lunch in the cafeteria - ate with Walter Yoe Yamaza. I received my instruction from St Louis on how to conduct the workshop session at the A.S.T.D. meeting next week. I'm wondering what I can say about Executive Training in IBM. - I feel somewhat on the spot. - I received a very flattering letter from Geo. Morgan to-day about how much he had been impressed with the talk I had given the Owego Chamber of Commerce - he told me he had recomended me as a top-rate speaker at various places around the state & advised me that none of these groups should offer me less than one hundred dollars a speech. I'm afraid Geo. over rates me. - I was both surprised & pleased to receive a letter from Geo. Sowter to-day with a membership card & plaque for the Greater Endicott Chamber of Commerce. I first questioned whether you could be a member of two C. of C.'s for I'm already a member of Johnson City C. of C. - I checked

on this point & learned there are a number of such cases. — Mary called me this afternoon & told me the man had been unable to find the drain from the sesspool. Grover had been looking for it all day & finally decided to start & the sesspool & dig up the drain. He is sending two men out to-morrow. Mary & I were disgusted over the whole thing — it seems every job we get into with this place is a major one. Mac & I went over to see Jimmie Johnston for our meeting at 2:00 he was still at the cafeteria for lunch — He called his office & cancelled our meeting as he had to continue a session he had with Bill Lewis. Bert was with us (Bert Kintner) so Mac & I discussed the idea of cooperative students with him, — he done like the idea. Mac & I stopped down to the Personnel Dept. & discussed the whole plan with Ralph LaFonette. He gave us some good angles on it. I received a call from Drew Daly at W.H.Q. — the accounting dept. They were questioning having to charge 25% of my salary to their training program. I told Drew what I thought of it & then called Blackwell. He sure is damn small potatoes to say the least! Ray got back from Pen Yan about 4:30 — I called Al Boon to learn more about his inspection of our

class rooms at Pk. He stopped over to give me the whole story — advised our getting out of the 39 Market St. Bldg. as soon as possible. He said he didn't dare bring in a State inspector for he knew he would condemn the place for class room space. Further he knew if any fire ever happened it would be bad for us. Mary stopped by for me about 5:10 — drove home. Edward De Vere was over playing with Babe & Mary Lou — They had cleaned out the garage. About 6:00 I drove down to Hotel Frederick & got Louis Berza. We had Louis out for dinner & the evening. Kidded Mrs. Carpenter about his being her boy friend. Mary had a nice dinner — About 9:00 Kees & Robert came over — I had told Edward I had sold the train platform, just bidding him. He went home & told Kees so he & Robert came over to buy some of the cars if I was going to sell. — I showed some movies for Louis & the boys. — Robert & Kees got a big out of Louis telling them all about his experiences as a bull fighter. He used to be an amateur bull fighter — came near being killed by a bull one time. He showed the boys the hole he had in his back made by the bulls horn. I made a nice recording of Robert &

Keys interviewing Louis on his bull fighting experiences. The boys left about 11:45 — I drove Louis down to the Hotel & got home about 12:10. Went right to-bed. Louis made quite a hit with all of the family. Oh Yes! Mother called to-night & told Mary that her aunt Martha died yesterday & is being buried to-morrow. She was nearly 90 yrs. old.

2/28/48 SATURDAY:

A very dull, rainy, stormy day. Got up about 8:45 — couldn't get Mary up even then. She came down about 9:30 & we finally had some breakfast about 10:00. I spent most of the day dating my 35 m.m. film — some of those I had taken on the Western Trip. It snowed or rained all morning so the man didn't come to work on the swimpool. Edward De Vente came over & spent the day with the girls. Mary debated whether to send flowers to Aunt Martha's funerals She sent her daughter a telegram & then decided to send flowers but it was too late. — It was terribly dull — a good day to be inside — snowed & rained both. I went out after lunch & cleaned off some of the drive & the walk — it was covered with about 2" of slush. Edward stayed for

lunch and also for dinner. I called Mrs. De Verte & asked to have him stay until Robert & Keys come over this evening. I had asked them to come over to help me take pictures of the train platform. — I called Tom Jones this morning — got Mary — she & Tom have both been very ill. Tom is still in bed. Also called the Austins — Bud has been home with the flu. Keys & Robert came over about 7:30 & we went right to work on fixing the Train Platform all fixed up for the pictures. It was raining so Keys took Edward home with their Chevy. Robert, Keys & I had a lot of fun putting snow on the platform & getting the roads & paths all marked out. We took a whole film of color movies — Keys got the idea of filming a coming wreck so we took a little plastic car & let the engine hit it — then painted some red paint on the little man & put him under the train — we faked the whole thing to make it look real. Both Keys & Robert got a big kick out of doing it — Keys was the movie director. We also tried the trick of stopping the movie camera to a flat car & letting the locomotive pull it around the track while taking movies. We also took a lot of black & white stills.

(Believe it or not! We had a thunder shower this afternoon – it struck a home here on the hill – our lights were out for about 5 min.)
Mary Lou didn't feel good this afternoon – had a fever of about 101° – Mary put her to-bed early. Mary & Mrs. Carpenter went on to-bed about 11:00. The boys & I worked until about 11:45 on the pictures. They left about 12:00 – we really put in a full evening taking pictures. I did some reading after they left – didn't go to-bed until about 1:00.

2/29/48 SUNDAY:

The 5th. SUNDAY in February – this won't happen again for 28 years – so says Rev. Banks. It was a cloudy stormy day to-day – only partly cloudy this afternoon. Got up about 8:20 – had to hurry around to get off for Sunday School. Helped Mary with breakfast & with the dishes. Mary Lou still had about 101° temperature but cried to go to Sunday School so Mary let her go. However Mary brought her on home after Sunday School – Barbara & I stayed for Church & got a ride home after church with Glen Hutchison. Mrs. Carpenter didn't get up until about 11:30 which is about her usual raising time. She doesn't feel too well. – We were all very conscious of the defiling of our cesspool & drainage system – didn't know whether to

flush the toilet or not & it did take care of
us to-day, but it is about ready to overflow.
I'll be glad to get the thing cleaned out &
hope the man comes to-morrow. — Helped Mary
with the dishes after dinner. Then I got out all of
my movie film & went to work on some editing.
Barbara's girl friend Betsy Johns & her father
stopped out to hear the recording I had made of
the Radio Program of the 5th & 6th grade on
"The JOUNIORS TAKE THE AIR." Betsy was announcer
on the program. Mr. Johns had his brother and
father-in-law with him. I had them all come
in & listen to the wire recording. They liked it
& since Mr. Johns wanted to have a record made
I sold him the wire for 1.60 — what I paid for it.
I also showed the folks the train platform — Barbara
wanted Betsy to see it. — About 4:00 Mary
took Mary Lou down to Dr. Glendenning's office —
Mrs. Carpenter went with them. They got back about
5:30 — Mary Lou has an infection in one of
her ears & he gave her some sulfa pills. I
spent all afternoon & evening editing movies —
really got caught up some on getting my films
in order. After supper I washed the dishes for Mary.
About 8:00 she & Mrs. Carpenter drove over to visit
Pauline & Cliff Wanamaker. They got home

about 11:00 — did some reading, had some milk & cookies. To-bed 12:20. Said good-by to Mrs. Carpenter as Mary is driving her over to Binghamton to Mrs. White to-morrow & she gets up so late I'll not see her to-morrow morning.

3/1/48 MONDAY:

Partly cloudy & cold to-day. Babe slept with me last night — Mary slept in with Mary Lou to give her the medicine. Got up at 7:30. Mary drove me down to the office about 8:30 so she could have the car to take Mrs. Carpenter over to Binghamton to-day. Had a customer school opening at 9:00 — I sat in on it. We had 3 manager training sessions to-day. — I called Grover the respool man & learned he couldn't come out to-day but would come to-morrow. Bill Levin called & told me the application he had put in for me to attend the Armed Forces College at N.Y.C. had been turned down as they were filled so Bill put my name in for a session to be held in Pittsburgh from May 10th. to 21st. Bee! I was sorry to hear that for I would much rather have gone to N.Y.C. Had lunch at the cafeteria about 12:30 — Alton tried to call me while I was out to lunch. — I was surprised to see John Lenhardt to-day. He stopped in my office after lunch with his partner Mr. Farrington from Rochester. He & John had been in to see Bill Levin about getting some sub contract work from IBM to keep their little plant going in Rochester.

John is trying to get established in a business building an adjustable hospital chair which will do away with the present conventional bed-pan. He showed me pictures of working models which he had with him. It looks like a good idea - but I guess it is a long hard row to hoe to get a thing like that established. - I took the 3:30 to 4:45 Manager Training session to relieve Mac. Eleanor Irvine was the discussion leader on Human Relations. Mac was very unhappy about having Eleanor as the leader but she really does a good job. - Mary stopped by for me at 5:10 - After supper I did some reading & about 7:30 I took my movie & slide projector down to Church - showed some movie & slides for Rev. Jr. Paul Tatter who spoke to our Bethel Brotherhood on his experiences in Czechoslovakia on his recent trip. His talk was both interesting & timely what with the Czech Nation going communistic just this past week. However he had very little to say about that. We had a good turn out, 55. I was surprised to find it snowing some when I came out about 10:15. Got home 10:30 - listened to the radio & to - bed about 11:00.

3/2/48 TUESDAY:

A very stormy day - up at 7:30. Drove to office at 8:30. It snowed all morning - called Alton at W.H.Q. He told me of a pending program for April 7th. at the Homestead which would bring Mr. Watson to town & therefore he thought we had best postpone he & Prof. Brown talking to our managers at that time. - I arranged with Dwayne to go to Poughkeepsie with me on the 10th. or 11th. to see Bibby on the classroom situation. I called Dave at P.K. & also talked with Dawne about the date. Dwayne indicated he might take the assignment to speak to the Middletown Teacher's Association on the 19th. I hope so - it would take a load off of my mind. Ray Jarvis was pleased with the response to the first session of our Educational Film Program last night - we had 150 out to see the movies - Employees & members of their family. - We are also having a good response to the U.N. Forum - over 160 enrollments so far. Dwayne seemed pleased to hear this. About 10:30 I drove down to the bank - then stopped to get my hair cut. It was snowing hard & I

began wondering whether I would be able to fly to St Louis to-morrow. I sure wouldn't fly to-day. At 12:00 I drove home for lunch as Mary wanted the car to take Mary Lou down to the doctor's. The snow was about 3 or 4" deep & very packie — I couldn't get up Hoover St & had to leave the car & walk home thru the snow. Mary called the doctor & he didn't want to see Mary Lou until Thurs. — we have to keep her in bed while she is taking Sulfa Pills. After lunch I walked back to the car & then drove down to John Smith's & had the chains put on & it sure was bad going. Since Mary doesn't want to leave Mary Lou to-morrow I called Al Boon & arranged to have a car to take me to Elmira in the morning to get the plane. — I finally got around to sending in my Petition for Membership in the Secret Order of Free Masons — what ever that means. I suppose I shall soon find out. I sent a check for $10.00 with it to apply on the initiation fee of $75.00. I called Fredie Branch & got his advise on references to put on the petition. I used Fredie, Alf Malmros & Rev. Banks. Mailed the petition to Frank Freeman as my sponsor. I took one of the Manager Training Sessions for Mgr this afternoon.

from 3:30 to 4:45 – Eleanor I wine & Wally Lawton were discussion leaders. – Eleanor did a good job – even though Mac doesn't think she is qualified to do the job. Drove home at 5:00 – had to stop & get some groceries for Mary. I was glad I had my chains on – I certainly wouldn't have gotten home without them. – My hat, homberg, came to-day from Joe Bell – he had given the hat I sent him to Prof. Rogers & had gotten mine. It came thru in good cond. Mary & I had to hurry around to get ready for the Community Chest Dinner at 6:30. I called Keje DeVente & asked him to come over & clean the snow out of the mouth of our drive. About 6:20 Mary & I drove down to the E.J. Diner for the Community Chest Dinner – it was a big success – about 800 there. The place was packed. We had to sit way off in the corner as we were a bit late – it started promptly at 6:30 since the main talk went on the air at 8:00. We sat with Rose Mary Marieno, Art Baker & his wife from Binghamton. I enjoyed talking with Mr. Baker – he told me Bill Stroud of Elmira had been moved to another job in the Boy Scouts. Art has been in Boy Scout work for 32 years. I was amused with his analysis of IBM super-

vision - according to Art we are all over worked - he can't understand it. He said he was sure Mr. Watson doesn't want us to work ourselves to death. He told me he thought Mac Almon was over worked & had too much on his mind - he didn't know Mac worked for me. After the dinner - chicken country style - we moved over where we could see the speakers table - Bruce Babcock was the main speaker - he spoke on the services of the Community Chest. His talk was broadcast over WENE our local ABC station. Pat Patterson led some songs after the main talk. Mary & I left along with quite a few others. It was raining when we came out - what a night! Brought Mary home & then stopped up to see Bud Austin - he had been home sick with the flu but had gone back to work this afternoon. Had a nice visit with he & Bob. Bob is home from Princeton now until next Fall - as he put it, decelerating instead of accelerating as he was doing last Summer. Mary's sister Arlene was there - her other sister Grace is still in Wilson Memorial Hospital with a very bad heart. I told Bud of my concern about being able to fly to St. Louis to-morrow. He advised me to go to Syracuse & get a N.Y. Central train - Bob looked it up & found one I could get at 2:28 to-morrow afternoon that would get me in St. Louis

at 7:25 Thurs. Morning. That sounds awfully good to me. Came on home about 9:30. Mary & finished up our Federal Income Tax form to-night. We were able to find enough deductions to get our tax down to $33.84. We were able to get more deduction than other years since we now own our home. Interest on our mortgage alone was $450.00. It is always a relief to get the income tax form filled out. We are getting wiser each year on our deductions — I'm sure we could have taken more deductions other years if we had only searched for them a little more carefully. I did some playing out my things to be ready to leave for St. Louis to-morrow morning before I went to-bed. Mary & I retired about 11:15.

3/3/48 WEDNESDAY:

Very dull & rainy this morning — even rained a little. I got up at 7:00 & was disappointed in the weather — it didn't look like flying weather. Packed my suit case & had breakfast with Babe & Mary. Mary Lou is still in bed with her bad ear. About 8:00 I took my bag & drove down to the office not knowing whether or not I would be going on to Elmira to get the plane for St. Louis. I had Harry Cook

call the airport at Elmira at 8:30. They wouldn't give us any assurance that the plane would or could land at Elmira & with the weather looking so bad Harry advised me not to take the chance. I don't like to fly in dubious weather anyway so I decided to take the 10:15 bus to Syracuse & get the Empire State Express out of Syracuse on the N.Y. Central at 2:28. I turned my plane reservation back to Harry & got $55.09 back. I drove back home about 9:00 & Mary drove me over to the Greyhound Bus Terminal about 9:15 – with chains on we had to take it easy. We saw Grover, the respool man, turn into Country Club Rd. & assumed he was going up to our house to fix the drain – I hope so, for it is just about to the end of its usefulness the way it is now – it backs up some about every day – we have just been going along on borrowed time. Had about a half hour to wait for the Bus – it was a bit late getting off for Syracuse. The roads were very sloppy but the bus made good time – we were due in Syracuse at 12:38 & got in there about 12:50 – I called Dick Germann at our office & he suggested I come on over to his office – so I checked my bag & walked over to see Dick – his girl at the office was working on my train reservation – the

best she could do was get me an upper from Buffalo to St. Louis. — I visited with Dick for about a half hour — then walked back to the bus terminal, got my bag & took a taxi over to the N.Y. Central Station. Had plenty of time to get some lunch before getting on the Empire State Express at 2:28. It was right on time — had a nice parlor chair to Buffalo. Got in Buffalo at 5:00 & there changed to another train which left at 5:20 for St. Louis. Met Earl ~~the~~ O'Connor from Bausch & Lomb at Rochester on the train & he introduced me to another fellow from Rochester who was also going to St Louis for the A.S.T.D. Meeting — Andy Stalbleito who is training director for Rochester Products, a division of Gen. Motors. About 6:15 I went to the dinner with Earl & Andy. We took our time & chatted for quite awhile after we ate. — Returned to our seats & talked for awhile — I had the Porter try to convert my upper 8 reservation to a lower — he told me when we reached Astobula he thought he get me a lower & he did. — He had it all made up so I turned in early — about 9:00. Thought I would get a good nights sleep.

3/4/48 THURSDAY:

Porter called me at 6:45 — I had a terrible night — couldn't sleep well at all — too cold for one thing — I put my overcoat over me but still it was cold. Our train was in St. Louis ahead of schedule, about 7:00 & we were due at 7:25. However we lost all of the time waiting to be backed into the Station by a yard engine. I sat & chumed some more with Earl & Andy — got off the train about 7:30. Some one picked up Earl's bag by mistake so he was delayed getting the matter settled at the Station Master's Office. They had left a bag similar to Earl's but he opened it & found the main name. I got a taxi over to Hotel Jefferson — Earl later told me he called the main home office & found he was taking a plane on south. He called the air-port & had his bag sent back to the Hotel. — Oh Yes! I saw Roy Hill at the station — I hadn't seen him since he left Bausch & Lomb about 2 yrs. ago to go with Kraft Foods at Chicago. Couldn't get a room right away at the Hotel — a lot of the fellows were arriving for the Convention. I registered & then checked my bag. Had some breakfast at the Coffee Shop. It was a beautiful day in St. Louis — bright sun & no snow but quite chilly — about 36°.

I had a nail in the heel of right shoe that had bruised my heel & was quite sore so after breakfast I walked down to a little shoe repair shop & had it fixed. Returned to the Hotel & registered for the Convention about 9:00. At 9:30 I attended the meeting of Conference & Work Shop Leaders. They gave us very brief instructions & had us meet our respective chairmen — I met John K. Walsh my chairman for my Work Shop Session on Executive Training. I recognized him as the Walsh I had met several years ago at a National Assoc. of Mfg. Meeting in N.Y.C. at the Waldorf. He used to be with the N.A.M. At 10:00 I attended the opening session of the conference — there was the usual welcome on the part of presidents of both the A.S.T.D and the N.A.F. — I was surprised to see Earl Planty of Johnson & Johnson come in & sit next to me. We recognized each other & in the course of our conversation I mentioned I hadn't gotten a room. Earl asked me to join him as he had a double room — I accepted for I wanted a chance to get to know Earl better. Larson of Corning Glass Co. came in & sat with Planty & me. Larson is now

Personnel Director at Corning's new plant at Muskogee, Oklahoma. — Saw Lynn Emerson just before the Luncheon — he is interested in having another Plant Training Directors' Meeting at Cornell this summer. I told him I felt everyone would be in favor of attending again. Lynn suggested I write Dean Catherwood & tell him of this fact & I told him I would. Saw my old friend Fletcher of Caterpillar. All the Work Shop Leaders sat at the speakers table for the Luncheon & we were each introduced. Lynn Emerson was the speaker for the luncheon session — he spoke on "The Young Adult in Industry". It was a good talk. The Luncheon was held in the Gold Room which was plenty large for the approx. 450 delegates. I saw Dave Sanford right after the luncheon session. He had arrived in time for the last of the luncheon session. We had about 40 min. before the afternoon sessions started so I had Dave go over to visit the IBM Office with me. It is just across the street from the Hotel Jefferson. I went in to see Miss Scully & introduced Dave. I wanted to meet the new manager of the St. Louis Office Mr. Zohner but he was out on a call & was planning to go to Chicago at 4:00 so we missed seeing him.

We saw Mr. Jackson the ITR Mgr. & talked for awhile. Hurried back to the Hotel & at 2:00 went to the Conference on Executive Training led by Dick Crow of U.S. Rubber. I came in after the session was under way & Dick embarrased me a bit by mentioning my name & indicating I had come to check on him. I had Dave attend the conf. on Supervisory Training. — Dick did a good job with his session — used a number of charts & handed out several lists — got us to agree that Executive Training wasn't a great deal different than Supervisory Training. — At 3:30 I attended the Work Shop Session on the same topic, Executive Training — it was led by C. B. Wheeler, Supervisor of Personnel for Shell Oil at St. Louis. I was anxious to see how he would handle the session so I could gain from his experience for my session to-morrow. I was a bit disappointed in his job as a Work Shop Leader — I thought he let the discussion go uncontrolled — didn't direct the discussion enough — very little blackboard work. — At 5:00 I returned to my room Earl was there with a young lad from the Univ. of St. Louis who is a

friend of the Planty Family — Geo. Lunderman who is a freshman at the Univ. Earl called his family in New Brunswick — got his two little girls 4 & 5 yrs. old. His wife had gone out to get a baby sitter so he didn't have a chance to talk with her. Cleaned up & at 6:00 went down to the Banquet — Dave & I sat with Earl, Geo., Larson & a couple other fellows. Earl had planned to go with Geo. to see the basket ball game between St Louis & Wichita. We all decided to join him so Geo. went out right after dinner & got us tickets. — For entertainment at the Banquet we had some singing by the Shell Oil Co. Choral Club from Wood River, Ill. They were fairly good. — The speaker for the banquet session was Fred Smith, Dir. of Personnel Relation, General Shoe Co., Nashville Tenn. He spoke on "This Year Job in Training". He gave a very good talk — very humorous but a lot of good points. I hated to leave in the middle of it but the boys wanted to get to the basket ball game. We left at 7:30 & walked over to the Arena — a beautiful big auditorium, much like the Yankee Stadium — it would hold 15,000. It was only about 1/4 filled — we had very good seats & I really enjoyed

the game. St. Louis had a much better basket ball team than Wichita so it was a little too much one sided. St. Louis won 63 to 48 and used 2nd. & 3rd. string men a lot of the time. Walked back to the Hotel after the game & stopped in the bar for awhile. Earl & I came up to the room about 11:30. He seemed anxious to get to-bed but we did chat for awhile. He showed me the charts he had with him to use in his talk to-morrow on Supervisory Training. Earl preaches about the same doctrine as Alton. I told him a little about Altons philosophy. He also showed me some of the material or chapters of the book he is preparing for publication. He is co-author with two other men at Johnson & Johnson. He is using some of our material in his chapter on General Education. He gave me several chapters in mimeographed form to take with me to read. Earl sure is a nervous little fellow. He seems to be on the move most of the time & is just full of nervous energy. He told me he is 45 & has stamp collecting as a hobby. We turned in about 12:15 but talked for a half hour or more after we were in bed.

WORK SHOPS

TITLE	THURSDAY LEADER	FRIDAY LEADER
"SUPERVISORY TRAINING" *Crystal Room*	William Levy Mgr. of Education Nat'l Ass'n of Foremen Dayton, Ohio	Karl D. Klein Supervisor of Training Monsanto Chemical Co. St. Louis, Mo.
"QUALIFYING SUPERVISORS AS COMPANY SPOKESMEN" *Room No. 9*	F. S. Laffer Training Dir., Cleveland Graphite Bronze Co. Cleveland, Ohio	R. O. Boden Dir. of Trng. & Dev. Pittsburgh Plate Glass Co. Pittsburgh, Pa.
"EXECUTIVE TRAINING" *East Room*	C. B. Wheeler Supervisor of Personnel Training, Shell Oil Co. St. Louis, Mo.	Frank H. Welsh, Jr. Dir., Div. of Gen. & Voc. Ed., Intern't'l Bus. Mach. Corp., Endicott, N. Y.
"PRE-SUPERVISORY TRAINING" *Room No. 7*	William Stansfield General Trng. Supervisor Shawinigan Water & Power, Montreal, Canada	William Stansfield
"SELECTION OF SUPERVISORS" *Room No. 1*	H. J. Gemuenden Training Director Montreal Mining Co. Montreal, Wis.	G. D. Hayenga Mgr., Employee Develop. John Morrell & Co. Ottumwa, Ia.
"TRAINING OF STAFF PERSONNEL" *Ivory Room*	L. F. Fletcher Caterpillar Tractor Co. Peoria, Ill.	O. M. Aders Industrial Education Mgr. Perfect Circle Corp. Hagerstown, Ind.
"SALES TRAINING" *Room No. 8*	Ralph Winters Zone Mgr. Nash-Kelvinator Sales Corp., St. Louis, Mo.	Hugh McAllister Assist. to President Erie Railroad Cleveland, Ohio
"OFFICE TRAINING" *Room No. 3*	R. C. McConnell Mgr. of Indus. Relations Jack & Heintz Precision Industries, Cleveland, O.	Kenneth E. DeMott Chief, Trng. Sec. Br. Off. No. 9, Vet. Administrat'n St. Louis, Mo.
"SAFETY TRAINING" *Room No. 2*	K. A. Moody Dir. of Training, American Steel & Wire Co. Cleveland, Ohio	George Steele Safety Dir., Ralston-Purina Co., St. Louis, Mo.
"WORK SIMPLIFICATION" *Room No. 4*	Truman King Training Supervisor Wagner Electric St. Louis, Mo.	Dr. Andrew Triche of Andrew Triche—Ass'ts. Consultants, Vocational Educ., Baton Rouge, La.

4TH ANNUAL CONFERENCE OF EDUCATIONAL DIRECTORS IN INDUSTRY

PROGRAM

THURSDAY, FRIDAY AND SATURDAY

Jefferson Hotel
St. Louis
Missouri

March
4, 5 and 6,
1948

CO-SPONSORS

NATIONAL ASSOCIATION OF FOREMEN

AMERICAN SOCIETY of TRAINING DIRECTORS

THEME: GEARING TRAINING TO COMPETITIVE TIMES

TRAINING CONSULTATION CLINIC LEADERS

Any registrant may sign up for a scheduled meeting between the hours of 4 to 6, Friday, March 5, with the leader whom he considers best qualified to assist in a solution of his training problem. These will be private, informal sessions held either in the leaders' hotel room or another designated spot.

O. M. Aders
Industrial Education Mgr.
Perfect Circle Corp.
Hagerstown, Indiana

Dr. J. E. Bathurst
Manager, National Assoc. of Foremen
Dayton 2, Ohio

R. M. Bell
Training Director
Western Cartridge Co.
East Alton, Ill.

R. W. Beamer
Training Supervisor
Rochester & Pittsburgh Coal Co.
Indiana, Pa.

R. O. Boden
Director of Trng. & Development
Pittsburgh Plate Glass Co.
Pittsburgh, Pa.

F. H. Bowers
Sec. Trng. Supervision
U. S. Naval Ordnance Plant
Indianapolis, Ind.

E. L. Burkhart
Supervisor Foreign Trng.
Westinghouse Electric Corp.
East Pittsburgh, Pa.

C. C. Camp
Training Director
Standard Oil Co.
San Francisco, Calif.

E. S. Coleman
Training Director
American Potash & Chemical Corp.
Irona, Calif.

Dr. Orlo L. Crissey
Ed. Dir. & Indus. Psychologist
AC Spark Plug Div.
General Motors Corp.
Flint, Mich.

Richard R. Crow
Training Director
United States Rubber Co.
New York, N. Y.

Kenneth E. DeMott
Chief, Training Section
Branch Office No. 9
Veterans Administration
420 Locust St., St. Louis, Mo.

Tom Ducat
Trng. Dir.
Ohio Bell Telephone Co.
Cleveland, Ohio

H. R. Filiatrault
Personnel Planning
Quebec Hydro Electric Commission
Montreal, Quebec, Canada

L. J. Fletcher
Dir. of Trng. & Community Relations
Caterpillar Tractor Co.
Peoria, Ill.

Burns M. Franklin
Asst. Dir. of Personnel
St. Louis Public Service Co.
3869 Park Ave.
St. Louis 10, Mo.

Tom Freeston
Trng. Dir.
Johnson & Johnson
4949 W. 65th
Chicago, Ill.

Herman J. Gemuenden
Trng. Dir.
The Montreal Mining Co.
Montreal, Wis.

Edward B. Green
Chief, Personnel Trng.
Michigan Employment Compensation Commission
7310 Woodward Ave.
Detroit 2, Mich.

R. G. Greiner
Manager, Trng. Dept.
Allis-Chalmers
Milwaukee, Wis.

Wayne E. Grimm
Asst. Dir. Dept. in Education
Chrysler Corp.
7900 Joseph Campon
Detroit, Mich.

Ralph Hartwig
Trng. Dir.
Johns Manville Corp.
New York, N. Y.

G. D. Hayenga
Manager, Employee Development
John Morrell & Co.
Ottumwa, Ia.

Truman L. King
Trng. Supervisor
Wagner Electric Corp.
6400 Plymouth Ave.
St. Louis 14, Mo.

Karl D. Klein
Management Trng. Supervisor
Monsanto Chemical Co.
1800 S. Second St.
St. Louis, Mo.

Robert Kline
Educ. Dir.
National Cash Register Co.
Dayton, Ohio

F. S. Laffer
Trng. Dir.
Cleveland Graphite Bronze Co.
17000 St. Clair Ave.
Cleveland 10, Ohio

R. E. Lee
Trng. Dir.
J. D. Adams Mfg. Co.
Indianapolis, Ind.

Louis Lerda
Trng. Asst.
Standard Oil Co. of N. J.
42 Broadway
New York, N. Y.

Dr. William Levy
Mgr. of Education
National Assoc. of Foremen
Dayton, Ohio

Sam Magill
Trng. Dir.
Allied Stores Corp.
New York, N. Y.

John T. Malone
Trng. Supervisor
American Steel Foundries
Chicago, Ill.

Hugh A. McAllister
Asst. to President
Erie Railroad Co.
Cleveland, Ohio

R. C. McConnell
Mgr. of Industrial Relations
Jack & Heintz Precision Industries
Cleveland, Ohio

C. H. McKennon
Mgr. of Industrial Relations
Neches Butane Products Co.
Port Neches, Texas

Kenneth A. Moody
Trng. Dir.
American Steel & Wire Co.
Cleveland, Ohio

Bert Mullikan
Principal, Ford Trades School
Ford Motor Co.
Detroit, Mich.

Ernie Myers
Educ. Dir.
Frigidaire Div., G.M.C.
Dayton, Ohio

C. M. Oberholtzer
Trng. Dir.
R.C.A. Victor
Lancaster, Pa.

Dr. R. L. Packard
Education Director
Packard Motor Car Co.
Detroit 32, Mich.

Earl G. Planty
Asst. to Dir. of Personnel
Johnson & Johnson
New Brunswick, N. J.

J. G. Purvis
Staff Supervisor of Trng.
American Rolling Mill Co.
Middletown, Ohio

Dr. J. J. Ray
Educational Dir.
General Shoe Corp.
Nashville, Tenn.

Hugh Roberts
Trng. Dir.
Gen'l. Motors Corp.
Detroit, Mich.

Elmer C. Rosenberg
Dir. of Trng.
G.M. Truck & Coach Div.
Pontiac, Mich.

Virgil K. Rowland
Staff Personnel Coordinator
Detroit Edison Co.
Detroit, Mich.

C. T. Schrage
Employment Engineer
New York Telephone Co.
New York, N. Y.

H. Walter Shaw
Sales Trng.
McGraw-Hill Book Co.
330 W. 42nd St.
New York 18, N. Y.

O. H. P. Snyder
Dir. of Salaried Personnel
Delco Products Div., G.M.C.
Dayton, Ohio

J. L. Stanfill
Trng. Dir.
Owens-Illinois Glass Co.
Los Angeles, Calif.

William Stansfield
General Trng. Supervisor
Shwinigan Water & Power
Montreal, Canada

George H. Steel
Safety Dir.
Ralston Purina Co.
835 S. 8th St.
St. Louis 2, Mo.

Cloyd S. Steinmetz
Dir. of Trng.
Owens-Corning Fiberglas Corp.
Newark, Ohio

Paul Stokes
Trng. Super.
Methods Engineering Council
Pittsburgh, Pa.

Dr. Andrew Triche
State Supt. Trade & Indus. Educ.
Dept. of Education
Baton Rouge, La.

Ken Umbaugh
Trng. Dir.
Goodyear Tire & Rubber Co.
Akron, Ohio

Frank H. Welsh, Jr.
Dir., Div. of Gen. & Voc. Ed.
International Bus. Mach. Corp.
Endicott, N. Y.

C. B. Wheeler
Supervisor Personnel Trng.
Shell Oil Co.
Shell Bldg.
St. Louis, Mo.

Walter Wood
Personnel Dir.
Kimble Glass Div.
Owens-Illinois Glass Co.
Toledo, Ohio

SECTIONAL CONFERENCES

"SUPERVISORY TRAINING"

Thursday Leader:
Louis Lerda
Training Assistant
Standard Oil Co. of New Jersey
New York, N. Y.

Friday Leader:
Earl G. Planty
Assistant to Personnel Director
Johnson & Johnson
New Brunswick, N. J.

Crystal Room

"QUALIFYING SUPERVISORS AS COMPANY SPOKESMEN"

Thursday Leader:
Cloyd Steinmetz
Director of Training
Owens-Corning Fiberglas Corp.
Newark, Ohio

Friday Leader:
Paul Stokes
Training Supervisor
Methods Engineering Council
Pittsburgh, Pa.

Room No. 9

"EXECUTIVE TRAINING"

Thursday Leader:
Richard Crow
Training Director
United States Rubber Co.
New York, N. Y.

Friday Leader:
Virgil K. Rowland
Staff Personnel Coordinator
Detroit Edison Co., Detroit, Mich.

East Room

"PRE-SUPERVISORY TRAINING"

Thursday Leader:
James Purvis
Staff Supervisor of Training
American Rolling Mill Co.
Middletown, Ohio

Friday Leader:
Burns M. Franklin
St. Louis Public Service Co.
St. Louis, Mo.

Room No. 7

"SELECTION OF SUPERVISORS"

Thursday Leader:
Dr. O. L. Crissey
Educational Director & Industrial Psychologist, AC Spark Plug Div.
G.M.C., Flint, Mich.

Friday Leader:
O. H. P. Snyder
Director of Salaried Personnel
Delco Products Div., G.M.C.
Dayton, Ohio

Room No. 1

"TRAINING OF STAFF PERSONNEL"

Thursday Leader:
Walter Wood
Personnel Director
Kimble Glass Div., Owens-Illinois Glass Co., Toledo, Ohio

Friday Leader:
Chas. Webb
Training Director
Libbey Glass Div., Owens-Illinois Glass Co., Toledo, Ohio

Room No. 8

THURSDAY, MARCH 4

MORNING SESSION

General Chairman, Russell Bell, Western Cartridge Co., Gen. Chairman of Conference

8:30-10:00 Registration ..... *Mezzanine*

10:00 Opening of Conference..... *Ivory Room*

Invocation

Welcome by Aloys P. Kaufman, Mayor of St. Louis
Introduction of Theme—Russell Bell

Remarks by Dr. Russell Packard, Packard Motor Co., President, American Society of Training Directors

Remarks by B. A. Hodapp, Peerless Saw Co., President, National Association of Foremen

11:15 Get acquainted period—Visit exhibits

AFTERNOON SESSION

General Chairman, E. L. Burkhart, Supervisor, Foreign Student Activities, Westinghouse Electric Corp.

12:00 Luncheon ..... *Gold Room*

1:00 "The Young Adult in Industry"—Dr. Lynn Emerson, Professor, Cornell Univ.

2:00 Sectional Conferences..... *Crystal Room*

3:30 Work Shops

5:00 Visit Exhibits

EVENING SESSION

General Chairman, Dr. J. J. Ray, Educational Director, General Shoe Corp.

6:00 *Banquet* ..... *Gold Room*

7:00 Shell Oil Co. Choral Club, Wood River, Ill.

7:30 "This Year's Job in Training"—Fred Smith, Director of Employee Rel., General Shoe Corp., Nashville, Tenn.

FRIDAY, MARCH 5

MORNING SESSION

General Chairman, John Theiss, American Thermometer Div., Robertshaw-Fulton Controls

9:00 "Training in a Cosmic Era"—Colyer Snyder, Training Consultant, Kingston, N. Y..... *Ivory Room*

10:00 Sectional Conferences..... *Crystal Room*

11:30 Visit Exhibits

AFTERNOON SESSION

General Chairman, W. A. Crutcher, Jr., Ralston-Purina Co.

12:00 Luncheon ..... *Gold Room*

1:30 Work Shops..... *Crystal Room*

4:00 Visit Exhibits

4:00- 6:00 Training Clinic—Individual consultation

SATURDAY, MARCH 6

MORNING SESSION

General Chairman, Karl Klein, Supervisor of Training, Monsanto Chemical Company

10:00-12:00 "Union Policies and the Selection of Supervisory Personnel" — Father Leo C. Brown, S.J., Director of the Institute of Social Sciences, St. Louis University..... *Gold Room*

Special Program—Aluminum Ore Company, East St. Louis, Illinois

THURSDAY, MARCH 4

MORNING SESSION | AFTERNOON SESSION

General Chairman, E. L. Burkhart, Supervisor, Foreign Student

-10/48 FRIDAY:

Got up at 7:30 – it was a dull, rainy day in St. Louis – I began to wonder about my flight back to-morrow. Earl didn't get up until after 8:00 so I went on down to the coffee shop for bkf. The leaders of all conferences & work shops were supposed to meet for a short meeting at 8:45 but nothing ever came of it. At 9:00 I went into the General meeting with Lynn Emerson – the speaker for the session was Colyer Snyder, a training consultant & news commentator from Kingston, N.Y. I believe he spoke once on the Kiwanis Forum program at Endicott – I seem to remember having seen him. His topic to-day was "Training in a Cosmic Era". He gave a marvelous talk – he is a very effective speaker – a lot of humor, most of it rather risky. He sure gave us a lot of laughs & also something to think about as far as our duties as Training People living in these times. It was very evident he was a Republican – he sure didn't have anything good to say about Truman or Wallace either. After the General Meeting I went directly to the Sectional Conference on Executive Training – I stayed with all the sessions on this topic so I would know what had gone on before when I conducted my Work Shop Sessions.

I would like to have heard Earl Planty give his talk on Supervisory Training — I asked Dave to sit in on it. The Executive Training Conference was led by Virgil K. Rowland, Staff Personnel Coordinator of Detroit Edison Co. — He has his topic well prepared & did a good job but he gave me the impression of having too much ego. After the conference I tried to locate John Walsh, my chairman for the Work Shop Session. I had looked for him several times all morning but couldn't find him. Finally located him just before the luncheon & discussed very briefly our plans for conducting the session. He agreed to do the black board work for me & that is where I made a mistake in asking him as I found out later. He didn't attend the luncheon so I went in & joined a group of fellows I hadn't met. A couple of men from the Missouri Pacific R.R. & enjoyed hearing them tell of their experiences in Railroading. Also met a Mr. Black who is with the N.Y. Central R.R. from Pittsburgh & who is President of the Pitts. chapter of the A.S.T.D. I told him I might be out to Pittsburgh to attend the War College in May & he asked me to stop around to see him. — There

was no program announced for the luncheon session - but it was noised around that some lady would address the group - so I was a bit curious to learn who she was & what topic she would discuss. The chairman introduced her as Countess Maria Polaski, royality from Poland & really gave her a big build up - telling how she had escaped from the Nazis & had served with the English intelligence during the War. - I sat way in the back of the dining room so I didn't get a good look at her but from where I sat she looked quite attractive. - She told us a very interesting story of her experiences as a spy in Poland for the English intelligence. It was very interesting - but we all had quite a shock when at the end the Countess pulled off her hat & a wig and turned out to be a fellow just impersonating a woman. He sure did a swell job of fooling us - then he proceeded to tell us of some of his experiences going around the country doing this for a living. He confessed he didn't know why he did it except that it was easier than working. Some of the spots he had gotten into while impersonating a woman sure were humorous. The luncheon program was late in closing & the fellows were slow

in getting around to the Work Shop Session. It was about 2:10 before John Walsh, (Jake) as they call him, could start our Work Shop on Executive Training. Jake did a good job in introducing me & I in turn told the group who my chairman was. I started the session by giving a very brief summary of the two conferences & the previous Work Shop Session on Executive Training - then got from the group a list of topics or problems they wanted to discuss - then was when I discovered I had made a mistake in asking ~~Fletcher~~ Walsh to do the black board work. He just slowed the whole thing up - instead of putting the topic on the board as it was given from the group or as I would ask him to phrase it he would give it his own slant & in more cases would change the meaning of it entirely. It just threw me for a loss & some of the members of the group would resent the statement the way it was on the board. There I was right in the middle. I had asked Fletcher to serve as secretary & take down the things from the board. I was glad I did for he was a big help in getting

on off dead center at the beginning. And after we got under way the session went along quite well. We had a nice group about 60 turned out. I adjourned the session at 3:30 after giving a brief summary. I was particularly pleased to find so many of the group come up after the session & tell me how much they had enjoyed the discussion. It made me feel it had really been a success. I'll have to admit however I wasn't as pleased with it as I might have been. Dave Sanford came in & sat thru about the last half hour of the session. He had been in all of the other Work Shops & he admitted that my session was better managed than any of the rest. — I told Dave he was saying that just because he knew it was true. After I got away from the Work Shop I went up to the Headquarters Office & got my appointments for the Clinic on Training. I had two delegates who had made appointments to consult with me on Training Matters. Had a few minutes before the first one & Earl was leaving soon so I had Earl his man Tom Freeston and Dave go outside so I could take a couple of pictures. I particularly wanted a

a picture of Earl. — Returned to my room, Mr. J. D. Freedlund, United Gas Pipe Line Co. Shreveport La. stopped by at 4:00. Earl had to leave about 4:15 so he left the room & as he did he called me outside to talk with me privately — said he was flying back to N.Y.C. & was going to attend a stamp auction there to-morrow. He said his family didn't approve of him putting so much money in stamps — he said if they called I should tell him he was with Geo. one at the Univ. & not to let them know he had checked out of the hotel. I thought that was a funny thing to tell me — I told I would play along if anyone called — but I sure wondered to myself about the secrecy of his action. I had a very interesting session with Mr. Freedlund — he had heard of IBM & our fine personnel relations while in the service & wanted to know more about the whole set-up. I spent almost an hour with him. Then about 5:00 a Mr. W. T. Henry of the United Airlines stopped in to discuss training with me. I spent about 15 min. with him. Then at 5:15 I dashed out to do some shopping but I was too late — the stores had closed. I stopped in the little jewelry shop in the De

APPOINTMENT SCHEDULE

WITH

CONSULTANTS

CONSULTANT WELSH, FRANK H. JR. ROOM 916

APPOINTMENT	TIME
1. W. J. Henry	5:00
2. J. D. Freedlund (United Gas Pipe Line Co.)	4:00
3. Shreveport - La.	
4.	
5.	
6.	
7.	
8.	

Sota Hotel where I had bought Mary a broach when I was out here 2 years ago to the A.V.A. Conf. Got back to the Hotel about 6:00 — cleaned up a bit & then Dave & I went out for dinner. I had had so much conference I decided I would rather go out & eat with Dave so we didn't look up any of the other fellows. We stopped in the IBM Office & asked about a good restaurant. The girl there said the Chinese Restaurant across the street was OK so we tried it — had some Chicken Chow Mein. It was very good — we took our time eating & had a long chat. I noticed Dave was wearing a Masonic Pin — I had forgotten he was a Mason — I told him of my putting in my petition for membership. He told me a little more than I had learned about masonary. He didn't seem to be too enthused about it but Dave never is about anything. Came back to the Hotel & ~~went~~ went up to Dave's room — he had a report on the condition of the room at 39 Market St. I had asked him to prepare. I went over it & gave Dave my suggestions — We discussed it to some length in preparation for our session with Bibby & Orton next Wed. Went back to my room about 9:00 & wrote a letter to Mr. Cartwright in England & sent him a copy

of the conv. program — also sent some cards. Then I called up. Scholner of N.Y. Telephone — in Room 1000 — I had received a letter from Charlie Schrage telling me he couldn't come & that he had sent Scholner & suggested I look him up. Dave went up to his room with me — I found he was one of the fellows I met when I was down to see Chuck at N.Y.C. Dave & I had a nice chat with him. We stopped down to the drug store & had a soda — met Earl O'Connor & Pat Hill — we sat in the lobby & chatted with them for awhile. Some of the boys were doing some cavorting as usual. — I came up to my room about 11:30 — took a shower & wrote some of these notes & turned in about 12:15.

3/6/48 SATURDAY:

A very rainy, messy morning in St. Louis — it was raining when I got up at 7:30 & I thought my chances of getting home by air were pretty bad. Had bkf. in the coffee shop at the Hotel & then about 9:00 went out to get something to take home for Mary & the girls. It was raining a little but not too bad. I got Mary a Salt & Pepper shaker at the little

jewelry shop & a book for Babs & for Mary Lou. Hurried back to the Hotel - checked out and left my bag & brief case in the American Airlines Office. I asked the girl about the flying condition & she told me they were planning to take the passengers out to the air port at 11:40 for the 12:35 flight. I took my last look at the exhibits before going into the last session of the Conf. at 10:00. Mr. Brophey of Cornell Univ. saw me & asked me to come over to Cornell to talk to his class on our training program sometime in April. I told him I would be glad to do it. The morning session was a general session & the speaker was a Rev. or rather Father Leo. C. Brown, Director of the Institute of Social Sciences, St. Louis Univ. He spoke on "Union Policies and the Selection of Supervisory Personnel", which didn't interest me particularly - however he gave a good talk. This was followed by a skit put on by the Aluminum Ore Company of East St. Louis. It was a skit dramatizing how a grievance is handled when you have a Union. It was well done - very funny. I had to leave before it was over - at 11:30 I went down to the American Airlines Office - & at 11:40 the group of us about 7 were on our

way out to the Airport in one of their special buses. It was raining a little & looked very hazy. We all doubted whether we would be able to fly out of St. Louis & even bidded each other about just taking a ride out to the airport. Bert Mullikan, Principal of the Ford Trades School was one of the group — I had a nice chat with him — asked him about the new ford I've been hearing so much about. He told me it would be out about the 1st. of June & that it would look quite a bit like the Studebaker. I was surprised that he was so free with his information on not only the ford but the other models — Mercury & Lincoln. — I was also surprised to hear him, of all people, to say he didn't like the looks of the new ford in the front. It took the bus a good 40 min. to get us out to the airport Lambert Field — which is 17½ miles from down town St. Louis. The weather hadn't gotten any worse — it was raining & the clouds were quite low but apparently not too low for planes to land. Our flight #370 was a D.C. #4, it came in from Dallas Texas & landed a few minutes late so we were a little late in taking off — about 1:00 when we finally got off the field. I

was sure glad however to be on the way home. I hated to think of going back & getting a train from down town. A few minutes after we took off the stewardess started serving lunch - I was way up front in seat #1 so I was the first one served. We flew in the clouds all the way from St Louis to Chicago - couldn't see a thing but white haze looking out of the plane. — For the sake of my air log, if & when I ever get it - I took down the names of - Captain of the flight W.E. Rogers & Stewardess, Miss J. BROWN & Miss. C. MALECHA. We left St. Louis about 1:00 & landed at Chicago at 2:30. It was raining quite hard at Chicago & the ceiling was even lower than it was at St Louis. We came in very low for a long distance - there was some snow on the ground & it looked so different & everything white. I was surprised to hear my name on the P.A. System as soon as I got into the Terminal at Chicago asking me to come to the desk. I knew I wouldn't have much time as my plane for Buffalo was due to leave at 2:40. The fellow at the desk simply wanted to check me in on flight #322 as it was loading for departure. I checked in & got right on - didn't have but about 3 minutes in the terminal - that is the way I like to

* Captain, W. TALBOT 1st. OFFICER R.D. IRVIN
Stewardess, MAHONEY & KENNIGAN

make connections. The plane was slow taxiing across the field for take off so it was about 3:00 by the time we got under way. There was quite a bit of snow on the runway & the plane bounced some before taking the air. I was surprised they didn't keep it cleared off. It seemed to me it would slow the planes up & make it dangerous on take off particullarily. I was a little concerned about it. Did some writing there notes on my way to Buffalo – I was glad to learn that it was a Ship plane, – another D.C. #4, to Buffalo. I had the idea we had to land at Detroit but we didn't. The pilot sent back a flight log as we were over Detroit – I took the following notes from it. –

* Flagship Mexico City over Detroit at 5:25, Temp. 45° – 230 mi/hr. – We had lost an hour coming east from Chicago so although it had taken us 1 hr. & 25 min. & we left at 3:00 it was 5:25 instead of 4:25. I hadn't time at Chicago to go to the men's room so I had my first call to use a toilet on an airplane on this flight. I was curious to see what one looked like. It was what you might expect any chemical toilet to look like. There was quite some snow

on the grass in Canada & ice on lake Erie but very little snow in Buffalo. It was about 6:30 as we landed at Buffalo airport — & it was dark as we came in over Buffalo — it looked very pretty from the air. Had only a little over a half hour to wait in Buffalo Terminal. Had time to get a bite to eat & then about 7:00 get on the plane Flight 526 to Syracuse. It was a D.C. #3 — scheduled to leave at 7:10 — took off about 7:15. We landed at Rochester for a very short stop — then off again. Due in Syracuse at 8:19 & got onto the field & in the Terminal at 8:20. — I sure was pleased with the trip home — made good connections all the way through. Got a limousine into town from the airport & got out right at the Lackawanna Station about 9:00 — had time to call Mary & arrange to have her meet me at the station in Binghamton. She seemed rather reluctant to do so; but I'm always so glad to see her after I've been away I like to see her as soon as I get in at the station & then chat on the way to the home. I was surprised to see so few people on the train — the 9:20 out of Syracuse for Binghamton. I tried getting caught up on this writing on the train but it bounced around too much. Only 5 of us got on the train at Syracuse.

I was the only one in the club car all the way down. Had a sandwich — it sure wasn't a profitable trip for the R.R. Mary met me at the station in Bing. I was sure glad to see her. Got caught up on what had happened at home. Got home about 12:00. She had taken Barbara to Dr. Whitmarsh to-day — he is ready to start the work on straightening her teeth. It will cost us $280.00 the first year & $150.00 the second year. It sure is expensive but I believe it is worth it. Mary & I talked for quite awhile — finally went to-bed about 1:00. The man had fixed the cesspool — had to pump it out 2 two big truck loads — 800 gal. He discovered it was a big concrete septic tank — not a regular cesspool. To-bed 1:00.

3/7/48 SUNDAY:

A very rainy day — slept late — got up at 9:00 — Mary went on to Sunday School with Bob & Mary Lou. I got myself some breakfast & then called Blackwell. Mary told me Blackie had called Friday & wanted me to call him when

I got back. Blachie told me Charlie Love & Tom Jr. had been up Friday to attend John Barton's mother's funeral & he and Alton had them look over the school situation. Blachie wanted some information on our Gen. Education classes & asked me to come down to meet him at the office. We arranged to meet at 11:00. I called Ray Jarvis & asked him to come down - he suggested I ask Bob Sheridan too so I called Bob. Mary & the girls got home from Sunday School about 10 to 11:00 & I took the car - drove down to the office. Ray, Bob & Blachie were there - Blachie told us of the session he & Alton had had with Tom Jr. & Charlie Love. I guess T. Jr. Jr. got pretty hot over the situation & Charlie Love didn't make matters any better. Blachie sure has no use for Charlie Love. - He had a chance to tell them just what some of our problems have been & are at present. I guess the report I sent to Alton on class rooms & the inadequacy of our facilities for our General Education Classes must have been taken seriously. - It looks like we are in for another merry-go-round of moves at the IBM School. - Bob & Ray

gave Blackie some data to use & to pass on to Alton. — He is planning to have Edith Dimmett call a meeting of the Div. Heads to-morrow to discuss the matter further. — I got home about 12:35 — Mary had a swell chicken dinner for me & the girls. Jackie Oglesby came over after dinner — he had the little truck bill I had given him assembled — he did a good job. I tried to get Mary & the girls to go out for a ride with me & to make a couple of stops but they didn't want to go. About 3:30 — Ray Jarvis & his family stopped in. — I hadn't seen little Richard in several months — he is a cute little fellow. We all had some fun with the train platform. Alan gets a big kick out of using the voice control switch. The Jarvis' left about 5:30. Mary had some supper about 6:30 & after supper I drove over to Carl Snyder's & took the record player out of our big radio for Carl to repair. Carl gave me a demonstration of his new large special speaker — it sure sounds good. Alan stopped over to Ken Coleman's to see his train outfit. He was down in the

basement working on it. His wife had helped him paint some scenery on the background for his set-up. I had the little circus wagon with me & showed it to Ken & Olga — they thought it was a very neat job. Got home about 8:30 — called Russ Atkinson to learn how he & Betty had made out with the car. Russ told me they had gotten the settlement from the insurance company who had salvaged the Buick & had paid them what they had in the car. It sure turned out OK for Russ & Betty — they end up by getting about 2100.00 for their old Chevy — that is what it actually amounts to. Russ said they couldn't get another ~~Chevy~~ Buick & that he was looking at a new Chevy. I also talked with Dad for awhile. Spent most of the evening trying to get some of my work organized for to-morrow for I knew it would be a hectic day to say the least. Mary & I went to bed about 11:30.

3/8/48 MONDAY:

Partly cloudy & quite cold to-day. Got up at 7:00 — hurried around & at 8:00 drove down to the Office. Mary went down with me & took the car. We took Babs & Mary Lou to school. I gave Don some letters first thing

I had looked over my mail at home last night. At 9:00 I sat in on the Customer School Opening. A group of State Highway Accounting men. I was surprised to meet Nathan Lindabury from N.Y. just before the opening — he introduced himself — I didn't even know him. He is a salesman in the Albany Office & was down to the school with a couple of his customers from Albany. Bud Austin was over & spoke to the group. — Right after the opening I received a call from Alton — he wanted a lot of data on our General Education Program. I had Ray help me get the information for him. He wanted to know what general interest courses we had taught back over the years. He indicated Tom Jr. was quizzing him about putting all such classes at the Country Club. — I hope Dwayne will be able to support our case on this point for I should hate to see all of these courses taken out of our program. I asked Dwayne about our plans to meet with Bibby on Wednesday. He said he had to come to Endicott on Wed. so I had to change these plans. Called Dave later to-day & had my plans changed — asked him to speak to Dwane. Also asked

Dave to send me the report on the classroom situation. Edith Dimitt called a meeting of all of us on the matter of the revision of our school space to meet the greatly increased needs for Customer Engineering Training. Blackie told all of us about his session last Friday with Alton, Tom J., & Charlie Love. — Edith, Blackie, Van Gorden, Earl Hize, Davison, Jarvis & me. We spent the rest of the morning — batting the whole matter around. Blackie feels it will be necessary for both Davison & me to give up our offices for class rooms. Tom J. had indicated that Mr. Watson would be less critical of us when he visits the school if we are using every available space for classrooms & have our offices in the least desirable space. — At 11:30 I went to lunch in the cafeteria with Ray. After lunch Dave Plank from the Wash. Office who is here with the Customer Class stopped in to chat with me. We got to talking about our income tax & Dave advised me to take some deduction for the use of my car in Business. Dave got me to thinking about it & I believe he is right. — Kevin Mallen our Far East Manager stopped in to talk with me — he has a Hawaiian fellow coming into the

new ITR Class from Honolulu & who is about 3/4 native Hawaiian & is very dark in coloring. She was concerned as to whether some of the class might take him for a colored person. I told Kevin about Bill Leong & he said he would be going to Hawaii very soon & would look up Bill for me to say hello. — Mac Almon stopped over about 1:30 & I had a chat with him on the Manager Training Program. Mac sure is all wrapped up in the program. — Blackie asked me to go over to Walt Harris' Office with him at 2:00. She had another meeting of the Div. Meeting with Walt. There was Davison, Blackie, Van Borden, Edith Dimmitt & myself. We had over an hour with Walt on the whole matter. He sure is opposed to having any more of the factory space used by the school. He told us their goal was to get up to an annual output of 3,000,000 pounds of equipment per year. That represents a revenue of $3,000,000.00/month. — At the present time they are expecting to get out about 2,000,000 pounds this year. Van has over 500 men to train to keep up with the increase needs of Customer

Engineer. He will need 8 or 10 clean rooms beside the laboratory room. They are planning to build a temporary bldg. down on the corner of the parking lot for about $2,000.00 for the laboratory space. Blanche pointed out that Walt Crosley was being moved out of the school to the sales office & that Davison would logically be moved into Walt's office. That puts me & my group in line to be moved into the old Bacon House. See I hate to even think of that! Walt Harris indicated Bill & I could perhaps share Walt Crosley's office – however I don't see how that would be practically. It sure is going to be a mess getting everything moved around. – About 3:30 I went back to the office – sat in on one of the Manager Training Session. We showed the movie "It's Up to You". The film creates a lot of good discussion. I got a ride home at 5:00 with Walt Crosley – Blanche & Sandra met Walt as usual. Mary & the girls weren't home until about 5:45 – the girls were over to Johnson City for their piano lesson. Mary had changed their schedule so Mary Lou can attend the Brownies on Monday Afternoon. My color movie of the train platform

that Reye & Robert had helped me take care to-day. I showed it to Mary & the girls when they came home. — It was only fair — I was a bit disappointed in it — however the accident we had staged showed up well. Hurried around with supper & at 6:20 Mary drove me down to the Office. I was just in time for the Manager Training Session — showed the film "It's up to You". Day Rhodall was the discussion leader & did a very good job. Homer Bookstaver came over & sat in the session. Mary brought the girls down about 7:30 for our Educational Movie Program. After the Manager's Training Program about 7:45 I went over to the cafeteria where the movies were being shown & joined them. The films were on butterflys & birds — some very nice film. We had a good turn out about 150 present. Wilbur Renner & his boy were there — we gave them a ride home after the program — about 8:45. Bob Sheridan & Ray Jones operated the two movie projectors. Home about 9:00 — I did some more work on the income tax form to-night. Included a deduction for 1/3 use of my car for my work — it brought our tax down from $33.84 to

& 12.33 that they owe us. I hope it is an legitimate deduction. — To-bed 11:00.

3/9/48 TUESDAY:

Clear & warmer to-day — a taste of spring. Got up at 7:00 — Drove down to the Office at 8:10 — took Bob & Mary Lou to school. Had a busy day at the Office. Charlie Cheney stopped over to see me — I gave him the color slides Charlie Love had sent me to be printed. There was one that was too dark so I sent it back to Charlie. — Charlie Cheney told me he had been giving serious consideration to giving up his photographic work & going into IBM Sales in the E. T. Div. I guess Charley just doesn't get along with Edith Dimitt & I don't blame him. Charlie wanted my suggestions & reaction to his ideas. I didn't discourage him for I believe he could do better in sales that he could ever do in the Photographic work in IBM. — I went over to see Blackie this morning & talked over the whole matter of our reshuffle of Offices to give more classroom space. I told Blackie I just couldn't ask my group to go over into the Bacon House. Blackie assured me they ~~[illegible]~~ were planning to have me take ~~[illegible]~~ his Office in the Annex & that

he would move into the Bacon House. I was glad to hear that. Called Paul Taber at Ithaca & asked him to bring Vivia down to Endicott with him to-morrow night. — Called Dave Sanford at PK. — Drove home for lunch at 12:00 — Wayne Edwards called & said he would be out to fix our roof to-morrow. About 1:15 I drove back to the Office — stopped by & picked up Marcelle Johnston — Mary went with me — She & Marcelle went over to Della Walker's to play bridge this afternoon. — We had three Manager Training Session again to-day — I took the one late this afternoon — Showed the Movie — "It's Up To You" & then Glen Barrie led the group in a discussion on handling people. Glen was called over to Mr Elwain's Office so I took over & led the group. I hadn't prepared for it but it went along OK. — There was one touchy situation which came up — the group got to discussing how promotions are made & I had to stop it. One suggested there be a pool of outstanding people maintained in the Personnel Dept. — a list, so it could be consulted when a position is open. Ray Jarvis was busy most of the day on the IBM Study Club for to-night. Just

before I left to-night Bob Sheridan came in my Office & asked me for a raise — I told Bob I had been considering some more for him as I really couldn't pay him more on the job he is doing. — Plan to talk more with Bob to-morrow. Mary stopped by for me about 5:10 — she had Marcelle Johnston & Dot Davison with her — I took them home on our way home. Mary was invited to go back to Dot's to play more bridge to-night while the boys went to the Study Club. — Ralph Walker stopped by for me about 6:45 & I road out to the Club with him. It was a very nice party — the speaker was the first woman speaker we had ever had for the Study Club — Letitia Preston Osborne who spoke on "Are Men Here to Stay" — it was a very good humorous talk. She really laid us men out but in a good natured way. She spoke for more than an hour. Had a very brief question period. Ray did a very nice job of conducting the meeting. I had Ralph drive me up home after the meeting about 10:00 — Mary had driven down to Dot Davison's for the afternoon or rather evening. — She got home about 11:00. Vaina Jabs called about 10:30, said she couldn't get a woman to stay with the children & therefore couldn't come down with Paul to-morrow. To-bed 11:30.

3/10/48 WEDNESDAY:

Clear & warm to-day – up at 7:20. Called the Homestead at 8:00 to talk with Alton but he hadn't gotten in yet from the train. I called later & arranged with Blachie to stop by for me on their way to the school. He came by with Dwayne about 9:00 – it was my first ride in Blachie's Studebaker. – I asked Dwayne about going down to Poughkeepsie with me to-morrow & he said it would be impossible. – At 9:30 Alton called a meeting of all division heads in Starbuck's Office – Van Horden, Blachie, Davison, Bodell, Dimitt & myself. We had quite a session on the whole situation of the reshuffle of our offices in the school – Dwayne told us the reason back of the whole move – much of which we already knew from our session with Blachie on Monday. – We took each individual move & discussed it – It simmered down to my either going into Crotsley's present Office with Bill Davison or having a little Office petitioned off in the front of the ANNEX. Of the two I believe I prefer the Annex. I can't see being in with Dave & all the Customer Administrative activity. – It was a long meeting – until about 11:15. Right after Alton's Meeting I

returned to my Office & called all of my people to-gether & gave them the story on the moves to be made in the school. — We had decided in our General Meeting with Acton that each of the Div. Heads should get their people to-gether & tell them about the whole situation so as to curb some of the rumors going around. Ray had the IBM Study Club Speaker at the Plant this morning, Mrs. Letitia Preston Osborne. I went to lunch about 12:00 with them & Ida Currier who is the Secretary of the Study Club. I enjoyed talking with Mrs. Osborne — she is very interesting. Mary called this noon & told me Wayne Edwards hadn't come this morning to fix the roof. Damn him — he is never dependable. — Mary had stayed home all morning to be there when he & his man arrived. I tried to get him on the phone but couldn't locate him. — Gave the American Red Cross $15.00 to-day for my contribution to the present drive. After lunch I checked the space in the Bacon Home with Ray & Carl. They are already moving out of the Bacon House Garage so Carl & Ray had to find some space for their materials that are stored there. — Everyone is getting stirred up over the moves being made. Right after lunch Dave West stopped in & got the lighter I had fixed for him — I missed seeing him.

a few minutes later Jack Apgar stopped in – I was surprised to see him. He was in town for to-day & to-morrow & had arranged to go to the Jeffs to-night. I took the manager training session for Mar at 3:30 – I stopped up to see Alton & asked him to stop in to sit in on the Manager Training Session – he said he had a long distance phone call in & doubted whether he could, but I was glad to see him walk into the session about 4:10. It was the session on Human Relations – Eleanor Irwine led the discussion, however Bud Austin attended the session & helped on some of the discussion – Wally Fawcett came over & gave his little talk on Tax Withholding. I didn't have a chance to see Dwayne after the session so I don't know what his reaction was. It couldn't be too good of Wally for he in a terrible dead pan. Mary stopped by for me about 5:15 – came home, read the paper & cleaned up a bit – then about 6:15 I drove down to the Hotel Frederick for our Lions meeting. I had invited Bob Edwards the present President of the Greater Edison Jr. C. of C. to our meeting since Paul Taber was to be our speaker. It was nice to see Paul again – I asked Dick to introduce him – gave him a nice build-up. Paul spoke on the subject of

Cooperative & especially about The B.L.F. of which he is an executive director. He gave a good factual talk — had a question period afterward & then after the meeting ended a group of the boys — especially all the fast merchants gathered around Paul & queried him for another 3/4 of an hour. I attended a Board Meeting after our regular meeting. About 9:00 Paul followed me out to the home — we had a nice visit here & I showed Paul the train platform. We also played some pin-ball. Paul & I had a good session on the current situation of the N.Y. State Jr. C. of C. — according to Paul they are in not too good a condition. I guess Ed Watson isn't following the boys up as closely as Paul & I used to. I called Dick Ludwig & also Pete Douglas about getting a pictured # which Paul & I were in at the Reg. Jr. C. of C. meeting when John Ben Keppard was here. Paul talked with them. — Paul had some pictures of their little baby girl with him. He left about 11:00 — To-bed 11:30.

3/11/48 THURSDAY:

A terrible day — snowed most all day — I was surprised to find it snowing this morning. Up at 7:00 — drove the girls to school about 8:00 &

then down to Hotel Frederick to see Jack Apgar — he had just finished breakfast — Jack had me go up to his room to see the HO railroad car kits he had assembled — he had two — one box car & a caboose. Jack blames me for getting him started in model building as a Hobby — he says he likes it a lot & is learning to do a better job all the time. Jack didn't like the room they gave him & asked me to do something about getting him a better room next time. I walked out to the car with Jack about 8:30 — he had my circus wagon kit in the car — it is nearly all assembled so I took it. He had done a nice job on it & is willing to do another one. I drove on over to the Office about 9:00. Jack stopped up to the house to see Mary on his way to Binghamton. Had Orton call Chester Williams of the United Nations this morning — he got him in N.Y.C. & was able to arrange with him to come to Endicott on March 23rd. to address the first session of our U. N. Forum. Dwayne had me write him confirming his conversation. Ray was glad to learn we can get him. We should get our U.N. Forum off to a good start. Had Bill Davison stop down to discuss with him the matter of my moving in with him. I told Bill I wouldn't consider it without having Don in the outer Office. Bill didn't like that & after

thinking the whole thing thru I decided to move to the Annex. Although that isn't good I think it would be better than moving into the big Office with Bill. Our work is entirely different so that wouldn't tie to-gether at all. — Had a talk with Bob Sheridan on his whole situation — I had Ray sit in with us. Bob isn't too happy with his present set-up. He feels he should be paid more. I told him we couldn't do much more for him on his present job & would try to make a change. He indicated he would like to help write the electricity extension course so I may put him on that job. Had lunch at the cafeteria — It snowed all morning 6 to 8 inches by noon — what a mess. After lunch I took the car over to John Smith's & had the chains put on — I could never get in the drive without them, I know. I had a chance to see Alton for a little while — told him of my decision to move into the Annex — he seemed to like this — said it wouldn't be good for Dave & I to be in the same Office — our work was too different. I can't help but feel that the whole idea of the suggestion to move into the big Office with Dave was just a come-on to make it easier to get me to move into the Annex

Bill Davison had me talk to Mr. Roe who is Vice Pres. of the Metropolitan Life Ins. Co. & who was visiting IBM to-day & his class of customers from Met. Life. Mr. Roe had his Training Director Mr. Dunby who is in the class with him. They were interested in our training program & especially in our manager training program. I had a very interesting session with them. Della called this afternoon & IBM asked me to take part in the Triple S Symposium at the Church on the topic. Compulsory Military Training. At 5:00 I drove home - had to stop for some groceries. The snow sure made it bad & I was glad I had the chains on the car. It had stopped snowing about the middle of the afternoon & had cleared off. About 6:45 Ralph & Della stopped by for Mary & me - went out to the Homestead to the Customer Dinner. It was a big party - two big classes - one of State Highway Accountants & one Metropolitan Ins. Group. Also the group of 6 Customer Engineering Managers from Europe. Alton was there & was master of ceremonies - he did his usual good job but for my part he over did it -- he sure likes to show off & just loves to quote "The Great Alton" on

display. — Oh Yes! When he was talking with me this afternoon he had an occasion to refer to Charlie Love — he always refers to him as "My Friend Love" in a way I don't like. I know Dwayne doesn't like Charlie Love but I hope he doesn't blame me — I sure have nothing to do with it. — It was really a nice party — Mr. Roe & Mr. Dunby of Met. Life both spoke — Mr. Dunby represented his class & put on a wonderful demonstration of the new machine they had ~~[illegible]~~ devised & christened the 'Metrolator'. Mr. Elmer of Switzerland represented the group of foreign managers. He did a nice job speaking for the group. — Mr. & Mrs. De Vaute road home with the Walters also after the party. We arranged with them to have all 6 of the European Managers who are here out to the house Sunday to see Connie's movies. Connie seemed to be very willing to have all of them see the movies. After we got home about 10:15 we decided it would be nice to have Ralph & Della over on Sunday too so we called & invited them. We will have quite a house full. As soon as I got home I put on my old clothes & went to work on

the kitchen getting it ready for painting to-morrow night. Mary helped me some — we swept it good & then I scrubbed it good to get all the dirt & wax off of it. Worked up a good sweat on the job. Took a bath & To-bed 12:15.

3/12/48 FRIDAY:

A beautiful bright clear day but very cold — in fact it was down to 11° below zero at the airport this morning. Up at 7:00 — drove the girls down to school at 8:10 on my way to the Office. Took a couple of pictures of Babs & Mary Lou with their books ready for school. Took my camera in to the Office to-day & took some pictures of my Office with the folks all in it — I'll be moving next week & I thought it would be nice to have a record of how things looked before we made the change. Blackie asked me to come over to the Annex this morning — he & Larry Doubleday were looking over the little back room, the old kitchen in the Annex — Blackie told me he & Arton had looked the whole situation over & agreed it would be much better to fix up this room as my Office rather than build a partition in the front of the Annex. They

are afraid the top executives might be seriously against it. Blackie pointed out they were having all the partitions at W.H.Q. in the new bldg. removed that had been built for the Special Representatives. I don't like the idea of the back room, however it can be fixed up quite nice & will at least be very private. Actually it cost them a lot more to fix it up than to put up the partition for they have to tear out the lavatory at the back of the building & make a new entrance to the building. I opposed the whole idea for awhile & then decided it was no use insisting on the part petitioned office when after all a word from some one at the top might rule out the petition even after it was erected & then I would be without any office, so I gave Blackie an OK on it & told Larry how I would like to have the thing fixed – it should look fairly good. – Van Borden, Blackie & I took a look at the whole job being done in the Bacon House & the back garage. They sure are going right to town on the moving. Had session with Ray Jarvis, Carl Snyder & Bob Evans on the moves we will have to make. Had lunch at the cafeteria with Van & discussed some of our

mutual problem. I'm anxious to get the man to get started on the Extension Electricity Course. Call Alton at W.H.Q. this noon to tell him about the request we have had for a course in Journalism — he seemed very reluctant to have us start it, but when I told him it was a request from our Advisory Committee & that we might call it Effective Writing he agreed we should do it. She is afraid of Tom Jr's reaction to more General Interest Courses. She had flared up the other day & ordered all General Interest courses moved to the Country Club. — I jokingly told Dwayne I hoped he was satisfied now — he had me in the kitchen — he proceeded to tell me about the reasons for the whole thing & I assured him I was willing to go along on the move — but I surely hoped it was the last change in the plans for the next move would probably be into a toilet for me. This afternoon about 3:00 I drove over to John's & had my chains taken off & then down town — got another quart of paint for the kitchen floor & a slide box at the Camera Shop. Called Pittilla at Binghamton & had Ken send me out a black & white movie film.

Got a call from Prof Brown at Harvard Business School to-day about the Manager Training Session. He couldn't make one of the dates that Alton could make at the end of April so I called Dwayne back at W.H.Q. to get him lined up with Ted Brown's date 22, 23, 28 & 29 of April. Dwayne told me he had gotten an OK on using the classrooms on the 2nd. floor of Geo. H. Nickel School. He seemed quite pleased over it — so I was very glad I had mentioned it in our meeting the other morning. Ray Jarvis told me Blackie had talked with him about the whole idea as though it had been his (Blackie's) suggest. That sure is typically Blackwell — I don't think he will ever change. Got away from the Office about 5:15. Drove out to Endwell & picked up Barbara at Stove's — got home about 5:40. Had supper with Mary & the girls — then about 7:15 Mary & I drove down to Church to the Triple S club meeting. Had a fairly good turnout 52. It was the first meeting I believe we had attended this year. Tom Cober is president. The program was songs by Jean Martin & movies of Mexico by Dr. Ketchum. Jean told us that Keith was admitted to Ideal Hospital this evening for an operation — I learned later it was a hernia.

Mary & I were on the committee so we helped with the refreshments — had coffee, cup cakes & ice cream and coffee. I washed all the dishes. We got finished about 10:30 — it was 11:00 by the time we got home. We had planned to put a coat of Dutch Blue Enamel on the kitchen floor — it was pretty late to get started but we did it anyway. Mary helped me paint — we painted ourselves down the cellar steps & then had to go out the side door & around in the front door after we finished the painting. It was about 1:15 by the time we got to bed. Sure was a long day. —
I called Wayne Edwards this afternoon & learned that he did fix the roof Wednesday Afternoon. I'm sure glad to get it fixed before all this snow starts melting. Wayne patched it in 5 places.

3/13/48 SATURDAY:

A beautiful clear day but very cold this morning — radio said it was 14° below at the airport. Got up about 8:00 — Mary didn't get up until about 9:00. The enamel on the kitchen floor hadn't dried completely during the night — I guess it was too cold. We had

some trouble getting breakfast - Mary tried laying newspapers over the floor & they stuck to the enamel - in fact the ink came off on the enamel & in effect transferred the printing & pictures to the floor. It sure was a mess - I had to almost rub the paint off to get the ink removed. - Mary didn't feel well so she went back to-bed. I did some work at my desk. - Mary got up about 12:00 - got some lunch & then about 1:30 we went down town shopping - had a lot of groceries to get for our party to-morrow. Stopped over to Twigs Hobby Shop - showed Geo. the circus wagon I had built - ordered two more kits from Geo. Got home about 3:00. I spent some time cleaning up my work shop - I noticed the gauge on the oil tank said empty so I had Mary call the man to bring out some oil - he came & put in 160 gals. of oil. Jack Alosky came over with the little truck he had completed - asked Jackie to go to our Model Club Meeting with me to-night. After supper about 6:45 Jackie stopped over & I drove him down to the Hotel Frederick to our Model Club Meeting - I was surprised to see such a large turn out - about 24 fellows.

The most of them were there for dinner. Each one was supposed to bring something to the meeting which they had built. I took the little circus wagon I had built. All of the rest of them had some piece of model R.R. equipment. The nicest thing was a little HO gauge Diesel Locomotive. I saw Mr. Elmer, Mr. Mulkins & Mr. Mir - showed them the circus wagon. However my circus wagon didn't draw much attention from the boys - they were all interested in model R.R. stuf. Albie had a very good color movie of American R.R. he had gotten from the Erie R.R. - it was produced by the American Railroad Association & was a beautiful picture - some wonderful shots of trains - the best I had ever seen. Jackie seemed to get a big kick out of the meeting. Ken Coleman sure was pleased with the turn out. The club has really grown - from about 8 to 24. Jackie & I left about 9:00 & came home. - Spent some time getting things lined up for the party to-morrow. To-bed 11:15. Also copied over the income tax form on the copy to be sent in to the Collector of Internal Revenue. I like to wait until the last minute as I always feel that I may hear of some other deduction I can take.

3/14/48 SUNDAY:

A very nice bright day — and quite warm. Got up at 7:45 — helped Mary with bk., she didn't feel too good so she stayed home from Church & Sunday School. I dressed & took Babs & Mary Lou down to Church for Sunday School at 9:30 — I stayed for my men class. We are getting a good turn out 31 there this morning. Brought the girls on home after Sunday School. Helped Mary clean the home for our party this afternoon — I got out my films & projector — got things all set up to show pictures also to take some. Helped Mary with the dishes after dinner — then helped her make the sandwiches for the party. We made up a pile of them Babs & Mary Lou were all pepped up over the prospect of seeing the men from Europe. We expected them & the De Venter's over about 2:30 but it was about 3:15 when Charles arrived with the six European Customer Engineers — he had driven down to the Hotel Frederick for them. Charles went back for the family. — I had taken the time to memorize all of the fellows names so I had no difficulty in introducing them. They were:— H. B. ELMER, SWITZERLAND — G. E. ALMER, SWEDEN —

A.J. MULKENS, BELGIUM — E.P. MIR, BELGIUM CONGO — F.A. NIEMEIJER, HOLAND — J.J. KULHANEK, CHECHOSLOVAKIA

Babe & Mary Lou had all the fellows sign their new autograph books. All the De Venter's came except Charles & the Walkers including Mrs. Trow & Marilyn so we had quite a house full. We sure had a full afternoon of activity — showed the boys the train platform, projected 8 m.m. movies and also some of Connie De Venter's 16 m.m. movies which he had taken in Switzerland. Mr. Elmer was in many of these pictures. The fellows seemed to enjoy the movies a lot. I had Keys help me with the lights & I took some movies of the group. Ralph & Della brought their film of 8 m.m. pictures of little Marilyn — she seemed to get a ~~[illegible]~~ big kick out of seeing herself on the screen. About 6:30 we took time out for some refreshments — Mary poured, coffee or tea, & we had sandwiches, potato salad and cup cakes. We sure got rid of a lot of sandwiches. Annie brought some sandwiches — Della brought the potato salad & some cup cakes. Mr. Kulhanek left early — a friend of his from Johnson City stopped over for him about 7:30. He gave Mary & I quite a story as he left about

his being sorry to leave this country & go back to Czechoslovakia. He indicated he would like to stay but couldn't arrange it. The way he put it I felt sorry for him. He said he didn't know what to expect since his country has gone communistic. — I got the wire recorder out & made a few recordings of Mr. Elmer playing the piano & Annie singing with Babe & Mary Lou — we had a lot of fun. Then I had Kelly act as interviewer & had him interview each of the fellows. None of them had ever seen a wire recorder & some of them had never heard their voice recorded. They sure got a kick out of making these recordings. The party broke up about 9:15 — the fellows had to get back to study their wiring diagrams for school to-morrow. Charles DeVente had the DeVente car so I had to drive the folks home — took Annie, Connie & the boys over first & then came back & drove the fellows down to the Hotel Fenwick. They all seemed most appreciative — said it was the most enjoyable day they had had in Endicott. — I got back about 9:30 — Mary & I had a real job getting all the dishes washed & the home cleaned up. I had all of my equipment to put away. It sure had been a big day — were really tired. To-bed 11:30.

3/15/48 MONDAY:

Clear & much warmer to-day. Up at 7:00. Mary drove me down to the Office at 8:00. She stopped around to the post Office & mailed our income tax. Took Babs & Mary Lou to school. Also stopped over to John Smiths for gas & to get a check cashed. At 9:00 I sat in on a Customer School Opening — a large group of 61 supervisors. Bert Kentner came over from the plant to welcome the group. After the opening I went over to see Walt Stein about the course in Effective Writing for the dept. Representatives who write for Business Machines. Walt told me how the suggestion had originated in the Advisory Committee Meeting. One of the employees — Mr. Morin for the Order Dept. had suggested classes be offered on company time for these representatives. Of course we couldn't do that so Bud Austin suggested the idea of a course in the General Edu. Program. Walt let me in on some trouble they have been having with the Advisory Committee — This fellow Morin didn't like the idea of management sitting in on the Adv. Com. Meetings. That has been changed back again — for awhile management didn't attend & now they do again. Morin asked Cy Mc Elvain why in one of the meetings & he has been making it

a little difficult for the fellows so Walt wanted me to be sure to leave Morris out of the whole set-up. I indicated it would be handled thru the Personnel Dept. & this satisfied Walt - he gave me an OK to start the course as a part of our Gen. Edu. Program. I stopped down to see Red Austin - called Jarvis over & settled the matter with Red. Ray in to send a letter out to the 163 dept. rep. who wrote for Business Machines. Orton called this morning to tell me he would see me in Pk. on Thursday - I asked him about my going to Cornell to talk to Mr. Bropley's class & he approved it. - I saw Blackie & told him I had changed my mind & would like to have a door put on the other place in my new Office - also spoke to Blackie about a raise for Bob Sheridan - had him put in an increase from 85.00 to 90.00 / week. Had lunch at the cafeteria with Ray Jarvis. Worked on my notes for my talk at Middletown Fri. Drew called from W.H.Q. - told him I would be down Wed. - The carpenters tore down the partition in my Office this afternoon - the place sure was a mess for awhile - it only took them about 2 hours. It was all down & cleaned up by 3:00. The place sure looked different.

The fellows made so much noise I left the Office & sat in on the manager training session. Cliff Burns covered Safety & Jim Cahill the Suggestion System. Jim was a little rough with his presentation — this is the first time Jim has taken part as a leader in our mgr. trg. program & he gets pretty nervous. At 4:30 I went over to the cafeteria with Bob Landon for a sandwich as Bob had a class to lecture to to-night, Law for Layman. I had a manager training session to conduct at 6:30 so I stayed at the Office. Worked some on my talk for Fri. I took some kidding from some of the fellows — especially Cliff Burns on the changed appearance of my Office with the petition down. At 6:30 I opened the mgr. trg. session for the 2nd. Shift group. Cliff Burns & Jim Cahill were the leaders — it was a good session — Jim did much better than he had in the afternoon. At 8:00 I went over to the cafeteria to the Educational Film Program. Mary had brought Babe & Mary Lou down for the program. The pictures were on Blood Circulation, Exercise and Rest and Sex Life. It wasn't too interesting for the children & about half of the group of 101 were children. The turn out was a bit disappointing. Drove the folks home

at 8:45. About 9:15 the Encyclopedia Britannica man called & spent over an hour giving Mary & me a review of their whole program. It would cost us $319.00 to get the Encyclopedia plus the Dictionary, Atlas & other service which they give. With all the things we have to spend money for right now I couldn't see spending that much. I told the fellow we might be interested two or three years hence & he indicated he doubted that. I guess he was a little disappointed in not ~~[illegible]~~ making a sale. To-bed 11:00.

3/16/48 TUESDAY:

A very rainy, windy day in Endicott — a typical March Day. I was surprised when I got up at 7:00 to see that the rain during the night had taken all of the snow away. Most of the ground was covered last night & this morning it was all gone. About 8:00 I drove down to the Office took Bab & Mary Lou to school. Dr. Aston was at the school to-day — checking on the moves that are being made. Things are being changed around. About 10:00 Ren Frey brought Mr. Hurselton, speaker for the Chamber of Commerce Dinner to-night in to my Office — I took Ren & Mr. Hurselton up to meet Dr.

Arton. About 10:30 I took my check down to the bank to be cashed – stopped & got my hair cut. Worked this morning on my talk for Fri. At 11:30 I went to lunch with Ray Jawin in the cafeteria. Ray didn't feel well, came in late this morning. After lunch Ray & I took a look at the work being done in the Annex & the Bacon House. There were two carpenters working on my new Office in the Annex – putting wall board on the walls. It will be quite nice when it is finished. Carl Snyder, Elmer Andrews & Jack O'Conner had moved into their new location in the Bacon House – they have more room & it is quieter so they were quite happy. Arton & Blackwell were looking over the building. The machine room & stock room in the garage had been converted into three nice class rooms – At 2:00 I took the managers Trg. session for Wpac – he had to give a talk in Vestal Central School. Cliff Barrin & Jim Cahill were leaders – it was a fairly good session. Tried to see Arton to-day & finally got with him about 10 min to five – then he was in a hurry to dash as Edith Dimitt was waiting to drive him to the Homestead. I had learned he had called a meeting of the Div. Heads for 9:00 to-morrow. I reminded

him I planned to go to N.Y.C. to-night & he indicated I shouldn't change my plans - said he was just calling us to gether to review the moves & to see whether we were all satisfied. I told him my group were happy with the change in light of the over all situation. Arranged to have Jarvis attend the meeting in my place. I left the Office at 5:10 - drove home. Cleaned up & shaved - then at 6:30 we drove out to the Country Club to the Greater Endicott Chamber of Commerce Annual Dinner. We sat with Bob & Mary Hanifin & Jim & Fran Hanifin and a Mr. & Mrs. Joseph Marconi. It was a very nice party - not as large a crowd as I had expected however. Haley Alderman the retiring president did a fine job relating the year activities of the Chamber. Bill Davis took over as the new President - Ben Hategan introduced the Speaker Mr. Tom Hamilton who gave an excellent talk. He paid Mr. Geo. F. Johnston & Mr. Watson one of the finest tributes I had ever heard. The WENE Radio Station had some entertainment - a foolish mock program which was quite funny. After the meeting & entertainment the group adjourned to the lounge while the tables were removed for dancing. It was about 9:40 - Mary stayed with the Hanifins

I hurried home & packed my bag for N.Y.C. Barbara was still up – I made her go right to bed. Charlie Cheney had stopped out to the house with the color prints for Charlie Love. I drove back to the Club about 10:10 – the dancing had started. Mary & I had a few dances – talked with Jim & Ruth Attaway – Barney French & his wife and a lot of folks we seldom get to see. Had a fairly good time. Left about 11:15 – & drove over to the Station in Binghamton. Had to wait awhile to get on the train – got on car 252 about 11:45 – turned right in at about 12:00.

3/17/48 WEDNESDAY: ST PATRICKS DAY

A beautiful bright windy day in N.Y.C. Porter called me at 7:00 – I got a fairly good night's sleep last night on the train. Had breakfast in the Lackawanna Station Restaurant at Hoboken. After eating – I inquired about the model train layout I had heard they had at the station. Walked up stairs & had a look at it thru the windows. It is a tremendous layout, but just under construction – not where near finished. Got a bus over to 42nd. street & then a taxi up to W.H.Q.

G O O D M O R N I N G

MR. WELSH

W E L C O M E TO

WHQ IBM SCHOOL

got there at 8:45 — found a note on Daly's desk — wishing me Good Morning. Drew arrived about 9:30. — At 9:00 I called Brother Raymond — had a nice chat with him. Called Charlie Wilson, Charlie Love's sect. & told him I had the color pictures for Charlie and would like to see him. Had a busy morning with Drew — told him about having to trim the program as Orton had indicated there was too much criticism on using unsuitable space or areas for classes. Called Jim Koberlman about having the Nat. Assoc. of Training Director visit our IBM Plant & School. He is interested in having the group visit us some time in June — I had mentioned it to Orton & he is in favor of it. It was a great day in N.Y.C. they were lining up along 5th. Ave. all morning for the St. Patrick Day Parade which started at 1:00. Drew & I had a good view of it from his office window on the 11th. floor of the new building. I called Cy McElwain's brother at the Newark Office & discussed some problems he had been having on the Gen. Edu. Classes. He has done a well job helping Drew — thanked him for his support. Charlie Wilson called back & told me Charlie Love wanted to have lunch with me at 1:00. At 12:30 Drew & I walked over to the Club Room

to hear Pres. Truman's talk to Congress. It was the most forceful talk I think he had ever given. He advised or charged the Congress to take immediate & harsh steps to curb the expansion of Communism in Europe — even spoke out in support of re-establishing Selective Service & the Draft. It sure is a terrible mess that the ~~wh~~ world is getting itself into or in fact that it has already into now. From what Truman said I wouldn't be surprised if we were at war with Russia within a year & perhaps that is the best thing for us to do. At 1:00 I went up to meet Charlie Love — he was tied up & I had to wait about a half hour for him. Saw Miss Schumm & spoke to her about Drew's problem with Stewart — he has to get rid of him — Miss Schumm agrees & is willing to get him someone else. About 1:30 I went up to the cafeteria with Charlie Love for lunch — Geo. Richter went up with us — Geo. was discussing business ~~th~~ with Charlie all during lunch so I really didn't have ~~th~~ much time to talk with him. Geo. has a great idea that all of the sales records could be put on film by the Recordak & save them a lot of filing space & time. I think he has a good idea & Charlie liked it too. — Charlie asked me to ~~go~~ home with him for dinner & spend the evening at his home. He

had asked me several times before & I refused as I had other commitments, but this time I had none so I accepted. Showed Charlie the color prints that Charlie Cheney had made – he liked them very much. Saw Whiz Miller & had a chat about the typing material of Blaisdell's – he agreed it should be printed in good form, at least multilith plates, & that the Sales Dept. would take half of the cost. Went back to Drew's Office about 2:30 – the St. Patrick's Parade was in full swing up 5th. Ave. Pres. Truman was scheduled to join Gov. Dewey & other dignitaries on the Reviewing Stand at 64th. St. at 3:00 so Drew & I decided to go out & try to get a look. We walked over to 5th. Ave. & managed to mill our way through the crowds up to 60th. St. There was such a mob we gave up the idea of getting up to see Truman & Dewey at 64th. St. It was a beautiful afternoon & I guess everyone was out to see the parade. Drew went over to a toy store with me & I got a couple of easter eggs to take out to the Love boys – also stopped in a candy store & got a box of candy for Louise & a small novelty box for Hazel. Got back to Drew's Office about 4:00 – called Dave Sanford at Pk. & told him to cancel my room for to-night. Also called Don at my Office

had Don call Mary to tell her 100% Club dates set for July 12, 13 & 14.

in Endicott to give him some instructions – he said they had moved into the Annex to-day & was talking to me from the new location. Also talked with Ray. At 5:00 I called Charlie Love & we arranged to meet in the show room at 5:45. – It was about 6:00 when Charlie showed up & then he had to wait for his cousin Bill Love who had planned to meet him. Fitzpatrick came by & I asked him about the debate the Effective Speaking classes had last night in the Club Room. Drew had told me all about it – the Eff. Speaking class at Elizabeth debated the Eff. Speaking class at W.H.Q. on the topic "Should we have Compulsory Military Training. Elizabeth had the negative side to defend & they won the decision – Drew filled in as one of the judges so he took a lot of kidding to-day from his friends at W.H.Q. Fitz likes the debate a lot – he just happened to stop in the Club Room – but got so interested he stayed for the entire debate until 9:15. Charlie & I finally left about 6:15 – Charlie keeps his car in the IBM lot just off of 56th. St. It sure is an exclusive place to park. Charlie explained – Mr. Watson had told him to use it. Charlie tried driving way up town to get across town to Riverside Drive but there

was so much traffic we had to give that idea & go back down to 57th. St. & across — the St. Patrick's Parade was just breaking up & the traffic was terrible. Charlie & I got going hot & heavy on Gen. Education — he opened the subject by stating "he supposed we were all gunning for him at Endicott for having come up there & stirring things up at the school. I told Charlie there hadn't been anything done which we wouldn't have done it ourselves if we had a free hand to spend the money to do the job. I guess he didn't like that. He really opened up on me & criticized our Gen. Edu. Program said we had too many general subjects & mentioned French & Spanish — I tried to support all of the courses thru the fine spirit & morale they developed in our people but Charlie just wouldn't listen. God! He is stubborn! He finally told me that IBM was in bad need of more cash & that it had borrowed $50,000,000.00 & would have to borrow more for it took about 2 years for the many machines we are putting out now to pay for themselves & to start bringing in revenue to the company. Therefore it is up to all of us in an executive position to cut back all expenses on the company to conserve cash, was the point Charlie tried to make. That made sense & I told Charlie I would be glad

to cooperate in this program. He advised placing all Gen. Edu. Courses in three classes, 1. those that had a direct benefit to the company, 2. those having an indirect benefit to the company & 3. those that may benefit the employee & thru that benefit the company but would not have any direct benefit to the company. Then give preference or priority to the 1st two & offer only a very minimum of the 3rd. I noticed Charlie didn't say cut them all out. I was interested in his comments on his & Tom Jr. visit in the old Bacon Home at Endicott — he told me that Tom was really embarrassed & Charlie sure blames all of us for ever allowing classes to be held in such quarters. He tried to pin me down on as to who was in charge of the school at Endicott & I had to explain that Acton was in Perry Starbuck's absence, but he had each of us three Div. heads responsible for our part of the job. And I told Charlie each of us would shoulder our part of the blame — I for one certainly would & I admitted I should have been more aggressive in insisting that conditions be improved at Endicott. I was a bit concerned about this whole matter of discussing the school situation with Charlie & I told him so. I certainly don't want to get involved with either Charlie or Acton for I have too much to lose in taking

a firm stand for one or the other – so I'm really in the middle. I was afraid Aron wouldn't even like the idea of my being with Charlie Love – for I know he really has no use for him. – Well Charlie finally got out to his home in Irvington on the Hudson about 7:10 and we dropped all of our discussion on the IBM School. Louise met us at the door – they have a tremendously large house. She & Hazel & the boys were waiting dinner for us & wondered where we had been. Gave the boy, Charlie & David, also Louise & Hazel the gifts I had brought them. I was surprised that Charlie & David got almost in a fight over the little Easter Eggs I gave them – I made a mistake of putting a different type of little chicken in the one egg than in the other & Charlie wanted the one I had given David – he sure made a fuss over it & finally David exchanged with him. Hazel had a swell chicken dinner for us & served us in the dinning room in real style. Little Charles & David ate with us & talked a blue streak. They sure are two spoiled kids & especially Charles – I guess he is worse because he is older & has had longer to get that way. The boys really liked the Easter Eggs & I was glad of that. Enjoyed talking with Louise & Hazel – Hazel is just one of the family as usual. After

dinner Charlie had me go out with him while he put the car away — he showed me their garage & the Jeep Station Wagon they have for Hazel to take the boys to school. It is really very nice — all finished off inside like any expensive car. It should be — Charlie said they got about $2000.00 now. He also showed me the barn & the two ponies, Vinegar & his mother. We walked around the grounds but couldn't see much at night. From the big porch which practically surrounds the home we could see across the Hudson River. It is right near the river. Charlie showed me the job they had done in the kitchen — it cost them $2500.00 to remodel the kitchen. Hazel had done some of the decorating — even put some of the linoleum on the shelves in the work room. She is really very clever. Louise was helping her with the dishes when we came in. Charlie showed me all thru the home — it was in a barn of a place — but they have fixed it up swell. We finally got settled down to looking at some movies about 10:30. — Oh Yes! Louise & I got into a squabble as we usual do — this time — on how to discipline children. She had Hazel tell Charlie of all the things which Charles & David had done to-day — including almost getting run over by a bus to buying things in two

different stores without having money & after they had been told not to. Louise asked me what I would do & I told her quite frankly that if it were either Barbara or Mary Lou they would get a right smart smacking. Louise just couldn't agree with me on that — tole me how it did no good to spank children & even got out a book — something about "the Child from Five to Ten" to prove it which I never even opened. — Charlie has some really nice colored movies — he showed me the one he had taken of Mr. Phillips, Tom Jr. & his wife all hunting pheasants out in South Dakota — very nice pictures. He had some fairly good ones of the big snow storm last winter when they had 26" of snow — cars were covered over so you couldn't see any of the car. Charlie showed me a lot of his color slides — he had some swell ones of California & the Bad Lands of South Dakota. He let me take some to have duplicated made as they were of places we had seen on our trip last summer. Charlie went back over all of his old slides as he wanted to pick out some of his Dad to be printed. He finally found the ones he wanted but we looked at slides until 1:30 — Then we had a cup of tea in the kitchen. Louise stayed up with us but Hazel went on to bed about 11:00. It was about 2:00 when I finally went to bed.

3/18/48 THURSDAY:

A beautiful bright clear spring morning in Irvington. Charlie called me about 7:30. Had breakfast with him & the boys about 8:00 – Hazel served us in the kitchen. Charles & David were much better this morning – it makes a lot of difference whether they are tired or not I guess. Charlie had to leave about 8:30 for the office – he left me all his camera equipment & told me to help myself taking pictures – I took a color film out of his Leica & put in an old out dated black & white PLUS X Eastman Film. It was dated Dec. 1945 but I thought I would take a chance with it & get some pictures around the house. – I called Orton but found he had taken Jean to school so he called back in about 15 min. I asked him whether he would mind picking me up at Loren so I could ride up to Pk. with him. He said he would but he surely didn't sound very enthusiastic about it. I took a lot of pictures of the house & then got some of Hazel taking Charles to school – David went too & I rode along. Got a picture of the school. Hazel showed me some of the lovely big homes around that area on the way back. Louise was up when we got back about 9:15. I took the entire

film of 36 exposures. I put the color film back in Charlie Lieca & took the black & white with me to develope. I expected Dwayne about 9:30 but he didn't show up until after 10:00. I had a nice long chat with Louise — Charlie is planning to take the family up to Watkins Glen on Easter so I have arranged to have them stop by to call on us in Endicott & to see the train platform. Dwayne finally showed up about 10:15. He had his mother with him — she is going back to California next week & had never seen Poughkeepsie so she had come along for the ride & to see the place. — I beat Dwayne to the mention of the subject of Charlie Love & me talking about the school situation — I told him we did of course get on the subject but that I kept it to a minimum & that I tried to sell Charlie on what we were doing. I mentioned the matter of the company needing money which Charlie had mentioned but Dwayne ~~xx~~ indicated he couldn't see that with the increased earnings IBM had made last year. I told Dwayne I would like to have him or Tom Jr. talk to our Gen. Education Group when we have our meeting & I don't think he liked that at all. — He drove Mrs. Alton on up to the Nelson House & left her there to shop &

we returned to the plant. Dwayne really opened up on the way down & told me what he thought of Charlie Love. He said he didn't mind so much his meddling into the school affairs but it is the way he does it. Dwayne learned from some of his friends at W.H.S. that Charlie had boasted he would go to Endicott & straighten things out — just trying to make a big stir out of something that might have & should have been handled man to man with him. I agree with Dwayne that Charlie's methods weren't according to good human ethics. I don't know why Charlie hates Acton so but he surely does & what's worse the feeling is mutual. — Had a chance on the way up to also discuss the room situation with Dwayne. We got to the plant about 12:00. Bibby was tied up so about 12:30 Dwayne & I went to lunch with Dave & Will in the cafeteria. We happened to sit with Bill Muir & got to discussing the school room situation. Bill mentioned the possibility of using the space in the old gas range now used for storage. After eating we went over & had a look at it. Dwayne liked it & we all agreed it had possibilities. Bill went along with Dwayne, Dave & I to see Bibby. Dave called Geo. Schlobach & Merritt in with the plant boy

out & we went over the whole situation — Dave was really nice about it & both he & Mr. were all for giving us the space we wanted. We first got Dave to agree we should definitely give up using the rooms at 39 Market St. We ended up by getting a total of 7 rooms which should take care of us. We can make 3 out of the large conference room by using two moveable partitions — 3 rooms in the gun range & one using the Personnel Dept. Reception Room at Night for classes. It sure will be a big improvement over using the old rooms up town. Dwayne seemed very happy over our session with Dave. I had a chance also to mention the Manager training for Plant #2 — Bill Mr. is all for us getting a program started. Our meeting in Bobby Office lasted until about 3:30. Dwayne had promised to get his mother at 4:00 but he was waiting for a long distance call so he asked me to drive his car up to get her. I enjoyed driving his new Olds. I checked in at the Nelson House — got Mrs. Orton — drove her out by Vassar College — then out to the Engineering Lab. & also out to see the IBM Country Club. We got down to the plant about 4:20 — Dwayne was all set to leave — Mrs. Orton told me she was stopping by to call on Clem & Lannie in New Orleans

on her way back to California. Dwayne seemed very happy over his days work in Poughkeepsie - I told him he had surely helped us a lot which made him feel good. - I had a chance to see Bill Main again on Manager Training & showed him what we were doing in Endicott. Arranged to have Bill call his men to - gether next Mon. to get a program laied up. Dave & I went over to Plants Engineering Office & saw Dave Jones who was there from Endicott - working on the plans. He showed us the area designated for Dave's Office in the new layout. We gave him some detail on the specifications for the class rooms. Dave Jones is a good man - a swell guy to work with. It was about 6:00 when Dave & I left the plant. I had decided against going to the IBM Study Club in favor of going home to dinner with Dave & to take the movies of little Louis Tobby. Davie & Mrs. Schultz were waiting dinner for us. After dinner about 7:30 Dave, Davie & I got all set up for the movies upstairs & then Davie couldn't wake up little Louis Tobby. We finally got him awake - I finished up a few feet I had on a film I had in the camera & then took the 2nd. half of the movie film which Dave had gotten & which I had taken the first half before. - I called Skip

Cramer - he had tried to get me to-day - I found Sly wanted me to have lunch with him to-morrow. He wants to review my insurance set up again, he assumed me it wasn't to sell me more insurance. - Dave helped me go over my talk for to-morrow & then about 10:15 he drove me down to the Nelson House. I took a walk out to get a copy of Forbes Magazine but couldn't find one on any of the news stands. The current issue has a very nice story of Mr. Watson in it. Got a soda & returned to my room - read the paper - wrote some of these notes & To-bed 12:00.

3/19/48 FRIDAY:

Dull, cloudy morning in Poughkeepsie - got up at 7:45 - on my way into the coffee shop at the Nelson House I ran into Mr. Agsbury from Rochester - he had Talmadge from his plant with him. He asked me to join them for breakfast so I did - then I was surprised to see Bill Kaiser come in - he joined us too - he was with Agsbury & Talmadge. They had come down to see Bibby to-day trying to get some sub-contract work for their plant. I noticed John Lenhardt in the lobby as we came in the coffee shop - apparently he was down

from Rochester to get sub-contract work too. IBM are letting out a lot of work to sub-contractors. I enjoyed talking with Mr. Agsbury — hadn't seen him for a couple of years or more. He invited me to stop in & see their plant when I come to Rochester. I checked out at 9:00 — Dave stopped by for me & we drove over to Middletown — got there about 10:15 — The Middletown Teachers Association Spring Conference was held in the Middletown High School Auditorium. I was surprised to find it was such a lovely school building — really beautiful & a lovely auditorium. There must have been around 250 to 300 teachers at the conference. There was a recess shortly after Dave & I arrived — The conference had started at 8:45. I served on a panel on the subject, "Do Our Schools Reflect What Our People Want" — A Mr. Edward Fallen of the school staff was moderator — he assembled all of us members of the panel on the stage of the auditorium — we sat at tables with a microphone to speak into. It was quite impressive — The first speaker was Dr Henry Ladler representing Labor — spoke on "What Labor Expects of Our Schools. — Then I I represented Industry & spoke on "What

1948

MIDDLETOWN TEACHERS ASSOCIATION

Spring Conference

"Better Schools Through
Better Understanding"

Middletown High School Auditorium

March 19, 1948

Morning Session

8:45 — 12:00 Auditorium

8:45 Middletown High School Band .....Mr. Richard Kainu, *Director*

9:00 Flag Salute

National Anthem .....Mr. Kenneth L. Marquis, *Director*

Invocation .....Rabbi Abraham Simon

Welcome from Middletown Teachers Association
Mr. Boyd R. Swem, *President*

Greetings from Middletown Board of Education
Mr. Anthony Veraldi, *Acting President*
Mr. Carl V. Warren, *Superintendent of Schools*

9:15—10:00 Outcomes of the Educational Survey in Schenectady Public Schools
Speaker .....Dr. Harry A. Linton
Superintendent of Schools, Schenectady, New York

10:00—10:30 Discussion Period .....Mr. Frederic P. Singer
Principal, Middletown High School

10:30—10:40 Recess

10:40—12:00 PANEL: "Do Our Schools Reflect What Our People Want"
Moderator .....Mr. Edward Faller, *Physical Education Teacher*

10:45—11:00 "What Labor Expects of Our Schools" ...Dr. Henry Laidler
Member of National Public Housing Conference
Economic Bureau of Research

11:00—11:15 "What Does Industry Expect From Our Schools"
Mr. F. H. Welsh, Jr., *Head of Division of General Vocational Education in all I. B. M. Plants*

11:15—11:20 "What Youth Thinks Should Be Included In Our Education Program"
Mr. Richard D. Hayes, *President, Senior Class Middletown High School*

11:20—11:30 "What Our Parents Expect" .....Mr. Walter Deisseroth
Attorney-at-Law, Middletown, New York

11:30—12:00 "What Our Educators Expect" .....Dr. Howard Lane
New York University

12:00— 1:15 Luncheon .....Middletown High School Cafeteria
Mrs, Millie Wakeman, *Hostess*
Mrs. Blanche Brightman, *Reservations*

Afternoon Session

1:15 — 3:15 Auditorium

1:15— 1:45 "Contribution of Local Planning to State Policy"
Speaker .....Dr. Ralph B. Spence
Research Consultant State Education Department

1:45— 2:15 "Conference Reactions via Opinion Meter"
Mr. Boyd R. Swem, *Guidance Director*
Mr. Robert H. Snow, *Director Adult Education, Schenectady, N. Y.*

2:15— 3:15 Address .....Dr. Ernest O. Melby, *Dean*
School of Education, New York University

General Conference Committee

Mrs. Bess S. Griswold, *Chairman*

Mr. Frederic P. Singer

Miss Esther Bowers

Mrs. Blanche Brightman

Miss Ethel Davis

Mr. Edward Faller

Miss Dorothy Gunderson

Miss Doris Hait

Miss Margaret Lynch

Miss Lillian Scott

Miss Roberta Zock

Does Industry Expect From Our Schools." Both Dr. Ladler & I had 15 min. & we pretty much agreed on our points that the schools should teach more economics & social sciences to give the student a community, nation & world consciousness. Then a representative of the student body of the High School, Dick Hayes, President of his senior class spoke for 5 min. on "What Youth Thinks Should be Included in Our Education Program" — he stressed the need for more History & more Sex education. Then a Mr. Walter Dresserotti a Young Lawyer spoke on "What Our Parents Expect" — he tried to pick the school system & teachers apart — he was really funny. Then to end the grand presentation Dr. Howard Lane of N.Y.U. spoke for 30 min. on "What Our Educators Expect" He answered some of Dresserotti's arguments & really took him over the coals — it was really funny. At 12:00 we had lunch in the school cafeteria — I sat next to Dr. Lane & had a nice chat with him. Saw Dr. Ralph Spence from the State Edu. Dept. whom I had met before — He was the joint speaker on the afternoon program and gave a good talk on "Contribution of Local

Planning to State Policy". Then following his talk we had a demonstration of an Opinion Meter — something entirely new to me. I had heard of them before but had never seen one. It was a large dial type meter on the stage with a cable going out into the auditorium — three cables branched off this main cable & each of these had at regular intervals 12 small meters or sort of a rectostat with a dial on it similar to the large meter on the stage. The man handling the program "Conference Reaction via Opinion Meter" had 36 of us all set in the first 3 rows & each of us held a meter. Dan & I joined the group. The moderator Mr. Robert H. Snow, Director Adult Education, Schenectady, N. Y. asked us questions — one on each of the talks given by the speakers on the morning panel. For my talk he asked how many thought human relations should be stressed more in the high school curriculum. I was pleased to note that the Opinion Meter read 90% which was the highest except for that to the question whether we should have more sex education in the schools which received 100%. I think the Opinion Meter is a good idea.

The whole crowd seem to get a big kick out of it. After the Opinion Meter session I went down to the main office of the school & called Don Sweet to have him send Dave Sanford a copy of the mgt. training program we had for new managers. Asked Don to call Mary & tell her I would be home on the Erie due in Binghamton at 8:15 — I called the station & learned the train schedule had been changed — one at 3:15 & one at 6:09 — instead of one at 5:14 as before. When I got back to the auditorium Dr. Ernest O. Melby, Dean, School of Edn. N.Y.U. He expounded his views on the need of teaching Democracy & Economics in the school — he indicated I didn't have the whole story on it at all. This bothered me some — he actually misinterpreted my statement & I wished I could stay to talk with him after the meeting but Dave & I left about 3:00 — Dave drove me over to the station & then left for Poughkeepsie — It had been raining & was a very dreary afternoon. I got the 3:15 train on the Erie — it was a milk train with one passenger car on the rear — some ride — no dinner so at Callicoon where they had to switch a milk car I got out & got a couple of sandwiches & brought them on the train to eat. Did a lot of writing coming up on the train — we stopped

at every little station on the road — it seemed liked an endless ride — we were about a half hour late getting into Binghamton — got in about 8:45 — Mary was there waiting for me — it was raining a little & was a miserable evening. Came right home — had some milk & cookies before Barbara went to-bed. Read the papers that had come while I was gone. Ray Davis called & said Alton had called him to-day to tell him that Mr. Chester Williams our speaker for the opening session of our U.N. Forum group had been taken home with a heart attack — I thought that meant a complete change of our plans but Ray said Dwayne had said he had been in touch with Mr. Williams & that his Doctor would let him come up if he felt better next Tue. & Dwayne had suggested he remain at the Homestead for a few days rest. Got caught up on my reading To-bed 11:00.

3/20/48 SATURDAY: FIRST DAY OF SPRING

It sure lived up to its name! It was a beautiful day. Got up at 7:30. Helped Mary with the dishes after breakfast — after that I went out & washed the car —

my first wash job on the car for this year. Edward DeVente & also Joan Luthe stopped over to play with Babs & Mary Lou. They were out selling Girl Scout Cookies – I got a couple of pictures of them. – I also polished the chrome on the car. Helped Mary some with lunch & then washed the dishes – then we went down town shopping – stopped by DeVente's & saw Connie – he had just completed his first full ~~day~~ ~~&~~ week at work and was resting. After doing some grocery shopping we stopped by the library & I got some booklets on Bird Houses – just what the doctor ordered. Came home & got out at Snoven – we went to work on a feeding rack for birds – used one of the plans in one of the books I got at the Library. Mr. Snoven cut it out for me & only charged me a dollar – I brought them home with me about 5:00 & put a coat of paint on them. Helped Mary with the dishes after supper – we had asked Wen & Ruth Luthe over to call to-night – it was the first we had had them over. They came about 8:00. – had some pictures they had taken while at Rio De Jenero, Brazil last year. We spent most of the evening down in the play room – looked at some movies & slides. – Had some refreshments by the fireplace – then we had some fun with the wire

recorder. They left about 11:45 - I had one spool of wire on which the end of the wire got buried under the wire on the spool. Mary & I worked on it for awhile & finally got it fixed up OK. To-bed 12:15. - Mrs Luthe is planning to go back to Brazil in a couple of weeks - he & Ruth told us a lot about their experiences while down there before. Had a very pleasant evening with them.

3/21/48 SUNDAY: PALM SUNDAY

A very rainy day - got up at 7:30 - hurried around & we all went to Sunday School & Church. Joan Luthe came over & went with Balz & Mary Lou. Had a large turn out for Sunday School & even larger to church. Clarence Manning had his PA System hooked up in the basement of the Church for any overflow that the auditorium couldn't hold - I understand a few had to use it. It was a very long service - about 12 or 14 babies baptized & 35 to 40 new members taken in Church this morning. It was raining when we came out about 12:45 had a bite of lunch when we got home. After lunch Mary & I got cleaned up to go up to Ideal Hospital to see Keith Martin - I had Mary

put on the Stat. I had gotten her from Mary Ash so I could get some pictures of it — finished up the film I had in my camera. Mr. & Mrs. Snover stopped down just as we were leaving. We took them down in the basement to see the train platform — the shaker mechanism jammed with me — it was the first that had happened this year. They only stayed a few minutes. Mary & I got down to the Hospital about 4:00 — Jean & Keith's Dear Grandmother was with him. She had had a hernia operation & wasn't doing too good — said one of the stitches was on a nerve & was giving him some pain & thought they might have to take it out. It was raining again when we left the Hospital about 4:15 — stopped at Bill Davison's & ~~left~~ got a couple of film tanks. Got home about 5:00 — Called Mr. Snover & arranged to work with him some this evening building a bird house. The flood water really got bad this afternoon. — Right after supper about 6:00 I went up to Mr. Snover's he helped me cut out a bird house — a very fancy little wren house with a fire place chimney, front porch etc. We left the radio on in the shop to hear the news of the rising water — the flood water kept coming up all evening — Geo. F. Highway was closed about 7:30. It rained all evening which made matters worse. I came home with the bird house about 8:30.

Got my chemicals all lined up & developed 6 35 m.m. film — sure had a full evening. The old outdated film I had taken at Charlie Lover didn't turn out so well — you could see the emulsion on the film had deteriorated quite a bit. It was supposed to be developed before Dec. 1945. It was about 12:00 by the time I got finished with the film. To-bed 12:15.

3/22/48 MONDAY:

A very rainy day — up at 7:00 — put the film I developed last night away. The river had come up all night & was really high — the Geo. F. Highway & Watson Blvd. were both closed this morning so a lot of the people had to come over the hill by the Binghamton Country Club to get to work. It seemed funny to see so much traffic on the road up here on the hill. The radio kept reporting the flood conditions, alternate routes for buses & the schools that were closed due to the flood. Babe & Mary Lou were disappointed that Hooper School wasn't mentioned. Drove them down to school on my way to the office at 8:15. — I went into my new office in the Annex for the first this morning. — They had moved my things over from the school bldg. last Thursday while I was out of town;

Charge to the account of _____ $ _____

CLASS OF SERVICE DESIRED			
DOMESTIC		CABLE	
TELEGRAM		ORDINARY	
DAY LETTER		URGENT RATE	
SERIAL		DEFERRED	
NIGHT LETTER		NIGHT LETTER	

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

WESTERN UNION

1206

JOSEPH L. EGAN
PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

F. H. Welsh
IBM Dept. of Education
Endicott, N. Y.

All members of the Endicott Lions, Endicott, Johnson City, and Owego Chambers of Commerce, Endicott Junior Chamber of Commerce, the Triple S Club, as well as your many many cohorts join in expressing congratulations and welcome to your spacious and pretentious quarters. We tried to get the Rotary and Kiwanis to go along with us, but it seems you are unknown there. The Lafayette Alumni preferred to withhold felicitations until they could obtain your technical reactions, after which they might hold a formal dinner in your honor. Since we feel this is a stepping stone in your career you are also warned to be careful in stepping over the threshhold, because the door immediately across the hall is locked. Best wishes for continued wealth, health - and little or no apoplexy.

THE BROOME COUNTY COMMITTEE FOR THE
PROMOTION OF PUBLIC RELATIONS

To guard against mistakes or delays, the sender of a message should order it repeated, that is, telegraph it back to the sender for comparison. For this service, one unrepeated message rate is charged in addition. Unless otherwise indicated on its face, this is an unrepeated message and paid for as such, in consideration whereof and of the rates hereinbelow stated, the sender of the message and this Company as follows:

1. The Company shall not be liable for mistakes or delays in the transmission or delivery, or for non-delivery, of any message received for transmission at the unrepeated-message rate beyond the sum of five hundred dollars; nor for mistakes or delays in the transmission or delivery, or for non-delivery, of any message received for transmission at the repeated-message rate beyond the sum of five thousand dollars, unless specially valued; nor in any case for delays arising from unavoidable interruption in the working of its lines.

2. In any event the Company shall not be liable for damages for mistakes or delays in the transmission or delivery, or for the non-delivery, of any message, whether caused by the negligence of its servants or otherwise, beyond the actual loss, not exceeding in any event the sum of five thousand dollars, at which amount the sender of each message represents that the message is valued, unless a greater value is stated in writing by the sender thereof at the time the message is tendered for transmission, and unless the repeated-message rate is paid or agreed to be paid, and an additional charge equal to one-tenth of one per cent of the amount by which such valuation shall exceed five thousand dollars.

3. The Company is hereby made the agent of the sender, without liability, to forward this message over the lines of any other company when necessary to reach its destination.

4. Except as otherwise indicated in connection with the listing of individual places in the filed tariffs of the Company, the amount paid for the transmission of a domestic telegram or an incoming cable or radio message covers its delivery within the following limits: In cities or towns of 5,000 or more inhabitants where the Company has an office which, according to the filed tariffs of the Company, is not operated through the agency of a railroad company, within two miles of any open main or branch office of the Company; in cities or towns of 5,000 or more inhabitants where, as shown by the filed tariffs of the Company, the telegraph service is performed through the agency of a railroad company, within one mile of the telegraph office; in cities or towns of less than 5,000 inhabitants in which an office of the Company is located, within one-half mile of the telegraph office. Beyond the limits above specified the Company does not undertake to make delivery, but will endeavor to arrange for delivery as the agent of the sender, with the understanding that the sender authorizes the collection of any additional charge from the addressee and agrees to pay such additional charge if it is not collected from the addressee. There will be no additional charge for deliveries made by telephone within the corporate limits of any city or town in which an office of the Company is located.

5. No responsibility attaches to this Company concerning messages until the same are accepted at one of its transmitting offices; and if a message is sent to such office by one of the Company's messengers, he acts for that purpose as the agent of the sender.

6. The Company will not be liable for damages or statutory penalties in the case of any message except an intrastate message in Texas where the claim is not presented in writing to the Company within sixty days after the message is filed with the Company for transmission, and in the case of an intrastate message in Texas the Company will not be liable for damages or statutory penalties where the claim is not presented in writing to the Company within ninety-five days after the cause of action, if any, shall have accrued; provided, however, that neither of these conditions shall apply to claims for damages or overcharges within the purview of Section 415 of the Communications Act of 1934.

7. It is agreed that in any action by the Company to recover the tolls for any message or messages the prompt and correct transmission and delivery thereof shall be presumed, subject to rebuttal by competent evidence.

8. Special terms governing the transmission of messages according to their classes, as enumerated below, shall apply to messages in each of such respective classes in addition to all the foregoing terms.

9. No employee of the Company is authorized to vary the foregoing.

10-42

CLASSES OF SERVICE

DOMESTIC SERVICES

TELEGRAMS

A full-rate expedited service.

DAY LETTERS

A deferred service at lower than the standard telegram rates.

SERIALS

Messages sent in sections during the same day.

NIGHT LETTERS

Accepted up to 2 A.M. for delivery not earlier than the following morning at rates substantially lower than the standard telegram or day letter rates.

CABLE SERVICES

ORDINARIES

The standard service, at full rates. Code messages, consisting of 5-letter groups only at a lower rate.

DEFERREDS

Plain-language messages, subject to being deferred in favor of full-rate messages.

NIGHT LETTERS

Overnight plain-language messages.

URGENTS

Messages taking precedence over all other messages except government messages.

It looked very nice except it is small. I took a look around the school to see all the changes had been made. Our old Room 102 is a very nice class room. Davison's Office had been moved down to Crotsley's Office & Walt had been moved to the Sales Dept. in the Lab. Davison's old Office makes another very nice class room. Van asked me to speak at an opening of a large I T R Cust. Eng. Class, at 9:00. Geo. Metz was up from W.H.Q to talk to the group & Bud Austin came over to represent the Plant. I told the boys a little about the overall school program. Ray Jarvis didn't come in this morning - he was helping Marian with Ann who was having her tonsils out. We had a lot of calls from employees asking about classes for to-night - I finally told Bob Sheridan to cancel them. The river kept coming up & about 10:00 Walt Harris announced over the P.A. System in the plant that any one living in or near the flooded area or across the river & wanted to get home could be excused. Blackwell didn't get in to-day - he had water in his basement. Drove home about 12:00 for lunch. Babs & Mary Lou had come home from school - it was closed due to the flood & bad road conditions - no school now until after Easter Holiday or April 5th. Everyone was out driving around looking at the flooded areas. Had showers all day long. Mary drove me back to the Office at 1:00.

— stopped down town & did some shopping. Ray Davis came in after lunch but left in about an hour for it was announced that the Vestal Bridge would soon be closed. When Ray got there it had been closed so he returned to the Office — had to go home over the hill by the Binghamton Country Club. Ray & I decided to cancel the U.N. Forum for to-morrow — I had Ray call Chester Williams & cancell his engagement. Bill Crum stopped in to see Blackwell — he wasn't in so I talked to him for awhile — he wanted some information on the set-up at the Nichol School for our Civ. Eng. Classes. I was interested to learn that one condition of this arrangement is that the program must be left open to the public — that is to satisfy the State Law on Public School Bldgs. — Bill was amused over this & indicated it would be up to our instructor to make the instruction boring enough so no one from the outside would want to sit in on the program. I went over to see Walt Crossley in his new set up in the Lab. — He has Elliot Bardeen's old Office — a very nice set-up. At 3:30 I took the Mgt. Eng. Session for Mar. Geo. Emmons led the group on Record Keeping. Got a ride home at 5:00 with Mr Almon & his ~~X~~ son-in-law. — Both Bev. & Highway & Watson Blvd. were closed so there

was a solid string of cars over the hill here — I had never seen so much traffic over this road. They sure are cutting the road up too. After supper I set up my chemicals & equipment & went into production on printing pictures. Really put in a full evening printing pictures taken back over the past 3 & 4 months. Ray called this evening & said Chester Williams could come next week on Tue. The flood water started receding some this evening. I worked until after 12:00 — Mary went to bed 11:00. I finally got to bed about 12:15.

3/23/48 TUESDAY:

Another dull showery day — up at 7:00. Drove down to the Office at 8:15. A lot of traffic over the hill again this morning as both Bev. F. Highway & Watson Blvd. were closed. However the radio reported that the flood water had receded & that the Vestal Bridge was open. Ray Davis was in this morning & so was Blackwell. Had a chat with Blackie & gave him a brief story on my visit with Charlie Love so he would have the data I wanted him to know. He told me of his recent talk with Drew Daly & how Drew was disturbed because he could never get to see Orton. I mine my telephone — due to the flood the telephone men haven't been around. I'm beginning to like my little Office.

It's a lot more private than my old one & less distractions. Mr. Almon stopped over to see me & he is questioning the advisability of distributing the Book - "How We Live" to the managers. He had talked with Geo. Emmons & they feel the book is too elementary. I decided to send out a few to get reaction on it. At 12:00 I drove home for lunch - The Geo. F. Highway & Watson Blvd. were still closed - sight seers were out looking over the flood. I stopped at Groveland & took a couple of pictures of the flood water - looking down the Valley to-ward Johnson City. The water had gone down about 2 to 3 feet - The first car was just going over Geo. F. Highway. Had lunch with Mary & the girls - then I returned to the Office about 1:00. Drove down town to the Camera Shop. - Called Ron Tuthill this noon & ordered some film for Charlie Love. - Alf Malmros stopped over to see me. At 3:30 - I took the mgr. Training Session for Mar. - Geo. Emmons was the leader on Record Keeping. I had a photographer over & took a picture of him using his chart. At 5:00 I drove home - Mary had been cleaning home all afternoon - I help her by getting supper for the girls & myself. After supper I got sig-ns & printed pictures all evening - quite in a full evening. Mary went on to-bed about 10:30. I worked until 11:30 — To-bed 11:45.

3/24/48 WEDNESDAY:

A beautiful day – warm & bright – a real spring day. Got up at 7:00 – The flood water had gone down a lot during the night. Geo. F. Highway was open but Watson Blvd. was still closed. At breakfast this morning Mary & I discussed plans for next week. She is planning to go to N.J. with the girls & to spend next Thu. & Fri. in Pk. Mary drove me down to the Office at 8:15. Had a busy day at the Office – Went over to see Mac Almon at his Office & gave him a couple of parts to make for Carl Snyder to use in mounting the new Variable Reluctance P.E. pickup in the R.C.A. Record Changer. Stopped by to see Jimmie Johnston – he had asked me to see him – he was interested in my reaction to the current issue on a N.Y. State Univ. being established in the Triple Cities. Had quite a discussion with Jimmie – he is a member of the Board of Dir. at the N.Y. State Coll. of Applied Arts & Sciences in Buff & they plan a meeting next Mon. to discuss it. Jimmie feels that there is little need of a N.Y. State Univ. & I believe he is right. However there is a lot of feeling in favor of the idea. – Had a lot of correspondence to get out to-day. Bob Shendan's wife came thru & I had a nice chat with him on his job & our proposed plan for his work on the Extension Elementary Electricity Course this summer.

I saw Reg Chapman in the plant this morning. Spoke to Reg. about our meeting at W.H.Q. on May 3rd & 4th. – At 11:45 went to lunch in the cafeteria – then walked over to the little hardware store to get some wire brads to assemble the bird houses I'm building. Received a letter from Milton Towner to-day in which he evidenced his interest in the formation of our N.Y. State Chd. Training Org. This stirred me into action so I called Don Hastie at the Carborundum Co. at Niagara Falls & asked how he was progressing with the Constitution & By-laws for our Org. He told me he had been too busy & suggested I get an Alternate – he agreed with me that Earl McConnel at Roch. be added to the Committee to represent the Western part of the State. I called Milton Towner at Carrier Corp. in Syracuse & asked him his opinion on Earl & he agreed also. Milt said he could come to Cornell on April 9th. for our meeting – he also accepted the job of taking over where Don Hastie left off on the Const. & Bylaws. Called Earl McConnel at Bausch & Lomb in Roch. – he accepted our invitation to serve on the Committee for the Formation of a N.Y. State Chd. Trg. Org. He seemed glad to accept & said he would plan to be with us on the 9th. Then I tried to call Dr. Emerson at Cornell but

he was out of Town — so I asked to talk with Dean Cattenwood — he was glad to hear we plan to ~~be~~ meet at Cornell & said he was sorry he would be out of Town on the 9th — also said he would have Dr. Emmerson call me to-morrow. — Also called Dave Sanford this afternoon — told him of my plans to come to Pt. ~~to~~ next week with the family & asked him to reserve rooms for us at the Nelson House. Dave told me Bill Muir finally called a meeting this morning to discuss plans for the Manager Training Program. At 3:30 I took the Manager Training Session for Mar. ~~Bed.~~ ~~Cliff~~ ~~was~~ Cliff Burrin & Jim Cahill were leaders for the session. Cliff showed off too much I thought. Mary stopped by for me at 5:00 — Drove home & at 6:15 I came down to the Hotel Frederick to the Lions' Club Meeting. Saw Ben Hansen — he told me he had just gotten a copy of "Paradise of the Pacific" from Bill Lear. I bidded Ben adieu — we should plan to go to Hawaii 5 years from now. Ben really took me seriously — we shook hands on it. Ben even said he would be willing to pay all the transportation both ways — on that basis I could go before 5 years. I hope it really comes to pass! I left the meeting right after eating the meal & hurried home. ~~Got~~ Mary & drove on over to

the Y.M.C.A. in Binghamton for the Meeting of the Broome County Boy Scout Organization. It was a dinner meeting - the dinner was over & Mrs. The chairman of our Council was conducting the meeting as we came in. It was the first Council Meeting I've been able to attend this year. Mrs. Turner reported on the International Boy Scout Encampment at Cooperstown. She had me report on my idea of taking a colored movie picture of the activities at the Encampment. Several of the group seemed quite interested in the idea. Home about 10:00. Mary had picked up Dave West's wire recorder for me to-day & his records. I made a recording on my recorder of his record of the Farting Contest - it sure is well done. I also made a record of some of the funny songs which he had on wire. To-bed 12:00.

C.